THE EFFECT OF ENTREPRENEURIAL SELF-EFFICACY ON TURNOVER INTENTION: MEDIATED BY ENTREPRENEURIAL INTENTION AND MODERATED BY QUALITY OF WORK LIFE

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Abstract

This study aims to analyze the effect of enactive mastery experience on entrepreneurial self-efficacy and its implications for entrepreneurial intention and turnover intention in startup businesses. The results indicate that enactive mastery experience has a positive and significant effect on entrepreneurial self-efficacy. The more experience an employee has in entrepreneurial values, the stronger their confidence in their entrepreneurial abilities. Furthermore, entrepreneurial self-efficacy was found to positively influence both entrepreneurial intention and turnover intention to startup businesses. This means that employees with higher self-confidence in entrepreneurship are more likely to intend to leave their current job to start their own business. The study also confirms that entrepreneurial intention mediates the relationship between entrepreneurial self-efficacy and turnover intention. Additionally, the quality of work life significantly moderates the relationship between entrepreneurial intention and turnover intention, where a high quality of work life can reduce the tendency of employees to leave their jobs despite having entrepreneurial intentions. These findings provide important insights for organizational management in understanding the dynamics of employees' entrepreneurial intentions and developing talent retention strategies.

Keywords: Entrepreneurial Self-Efficacy, Turnover Intention, Entrepreneurial Intention, Quality of Work Life

INTRODUCTION

Efforts by an organization or company to manage its business operations, which require efficiency and effectiveness capabilities to increase profits or merely prevent deficits, need to be taken seriously. As seen in recent years, Indonesia's economy has experienced considerable turbulence. Contributing factors such as the Covid-19 pandemic have significantly influenced business operational patterns, which in turn have impacted management approaches within companies.

A significant impact is the high turnover rate in several industrial sectors. This has negative consequences such as a decline in productivity that hampers company growth. Employees are an investment that greatly affects a company's effectiveness and efficiency, making this phenomenon a major problem for companies. Kusumaningtyas (2023) explains that turnover can negatively impact companies in terms of resources, employee motivation, and especially finances.

Turnover rates in profit-oriented organizations, whether companies in the goods or services industries, are an interesting phenomenon to investigate further. In this context, there is a significant difference between turnover rates in service companies and goods companies. The fact that service companies tend to have higher turnover rates than goods companies raises deep questions about the factors that may influence employees' decisions to leave the company and choose entrepreneurship, especially within the service business context.

As a data reference, the Bureau of Labor Statistics (U.S. Department of Labor) presents research results conducted across all U.S. states. According to survey results, the turnover rate in 2023 averaged 41% across various industries. The construction services industry (54%) and manufacturing services (37%) are the top two industries with the highest turnover rates compared to other industries in the United States.

One assumption that can be considered is the difference in capital expenditure (capex) between the goods and services industries. Companies in the goods industry may require larger initial investments in infrastructure and production equipment, which may encourage employees to stay to take advantage of those investments. On the other hand, service companies may have relatively lower capex, enabling employees to more easily switch to entrepreneurship without significant capital constraints.

Operational cost efficiency and flexibility may also be important considerations. In the service industry, operational costs may be easier to control and adjust according to changing business scales, compared to the goods industry, which may have higher fixed costs related to physical production and distribution. The ease of managing operational costs could be an additional incentive for employees to choose entrepreneurship in the service industry.

Responding to the high turnover phenomenon in organizations, this study pays special attention to jobs within service companies due to the high resignation rates in this type of business and the broad entrepreneurial opportunities available in the industry.

The service companies of interest in this study will be further focused on the energy and mineral resources industry. The range of supporting service businesses in this industry is very broad, from construction services, supply services, technical consultancy, inspection services, transportation, to financial services. For example, within the oil and gas energy sub-industry, there are further classifications into upstream, midstream, and downstream stages.

In this context, research focusing on human resource analysis and control becomes highly relevant and meaningful. The purpose of this study is not only to understand the factors driving employees to become entrepreneurs after leaving the company but also to investigate management strategies and practices that can help organizations address the challenges of employee turnover. It is necessary to involve policy design and preventive actions that can reduce turnover rates and improve the retention of high-potential employees. Thus, this study provides insights into human resource dynamics within the oil and gas supporting service industry, as well as valuable contributions for HR practitioners and managers in facing turnover challenges and building sustainable and innovative organizations.

This phenomenon negatively affects organizations losing their best personnel. This is because most employees who resign have strong technical skills and work experience and are relied upon by the organization to run the business and generate profit. Therefore, a study with this focus and limitation becomes interesting to conduct, with one of the hopes being to understand how organizations can analyze and control their human resources.

LITERATURE REVIEW

Enactive Mastery Experiences (EME)

Enactive Mastery Experience refers to self-experiences that serve as assessments of one's own ability to handle specific tasks. Bandura (1997) explains that there are four sources of information that can evoke self-efficacy.

Entrepreneurial Self-Efficacy (ESE)

Entrepreneurial Self-Efficacy refers to an individual's belief in their capability to perform and overcome entrepreneurial tasks (Chen et al., 1998), such as developing new products and opening market opportunities, building an innovative environment, initiating relationships with investors, setting core goals, overcoming unexpected challenges, and developing human resources.

Entrepreneurial Intention (EI)

Based on the theory of planned behavior (Ajzen, 1991), entrepreneurial intention is an individual's conviction to prepare a new business and seriously follow through with it (Krueger et al., 2000). This variable is the most important factor in predicting a person's entrepreneurial behavior (Lüthje & Franke, 2003).

Turnover Intention to Start-up Business (TI)

Developed from identity theory, every individual has the potential to satisfy themselves with the identity they hold unconsciously, which motivates them to act to achieve that identity (Jiang, 2018).

Quality of Work Life (QWL)

Quality of Work Life (QWL) is defined as employee well-being at the workplace (Sirgy et al., 2001) related to satisfaction of employee needs (Sirgy et al., 2001).

Structural Equation Modelling (SEM)

Structural Equation Modeling (SEM) is a statistical method commonly used in management research due to its various advantages. SEM is a multivariate statistical technique that integrates factor analysis and regression (correlation) analysis to study relationships between variables within a model.

RESEARCH METHOD

The data in this study is designed as a cross-sectional study, meaning all data are collected at the same point in time. The time and place for data collection are consulting service companies throughout Indonesia within a one-month data sampling period. Data collection is planned to be conducted during December 2024. The data to be collected is primary data based on respondents' willingness through interviews using a survey instrument in the form of a questionnaire (Google Form) distributed to various research locations in major cities, namely Jakarta, Semarang, Surabaya, Balikpapan, Palembang, Medan, and Makassar.

The general respondent criteria require employees at all levels. Referring to Akas Pinaringan Sujalu et al. (2021) in *Statistika Ekonomi*, this study uses the limeshow equation based on an unknown population size, and the sampling method employed is purposive sampling. The research object will be focused on employees of engineering service companies in Indonesia. Given certain characteristics of the sample, purposive sampling is considered an appropriate option.

To enhance respondent representativeness, this study also employs stratified purposive sampling to ensure better representation across various job levels and respondent locations. The sample size is determined as a multiple of 5 to 10 times the number of indicators used in the study, based on references from Hair et al. (2019). The minimum sample size for this study is 105 respondents (21 × 5 = 105).

RESULTS AND DISCUSSION

Validity Test

The validity test applied was a validity test using the calculated r value. A statement item is considered valid if the calculated r value is greater than the table r (the table r value for n=30; α=0.05 is 0.187). The results of the validity analysis are presented in Table 1 below.

Table 1.
Validity Test Results

No	Variable	Item	R Count	R Table	Validity
1	Enactive Mastery Experiences (EME)	EME 1	0.527	0.187	valid
		EME 2	0.773	0.187	valid
		EME 3	0.813	0.187	valid
		EME 4	0.750	0.187	valid
		EME 5	0.795	0.187	valid
2	Entrepreneurial Self-Efficacy (ESE)	ESE 1	0.793	0.187	valid
		ESE 2	0.818	0.187	valid
		ESE 3	0.828	0.187	valid
		ESE 4	0.836	0.187	valid
		ESE 5	0.763	0.187	valid
		ESE 6	0.839	0.187	valid
		ESE 7	0.661	0.187	valid
3	Entrepreneurial Intention (EI)	EI 1	0.679	0.187	valid
		EI 2	0.846	0.187	valid

		EI 3	0.830	0.187	valid
4	Turnover Intention to Start-up Business (TI)	TI 1	0.794	0.187	valid
		TI 2	0.797	0.187	valid
		TI 3	0.791	0.187	valid
5	Quality of Work Life (QWL)	QWL 1	0.829	0.187	valid
		QWL 2	0.854	0.187	valid
		QWL 3	0.859	0.187	valid

Source: Data processed by SPSS (2025).

Based on the results in the table above, it is known that all question items have a calculated correlation coefficient value of r > r table (0.187). Therefore, all questions in this research data can be declared valid.

Reliability Test

A question or set of questions is considered reliable if the alpha coefficient value exceeds 0.6 (Ghozali, 2016). Conversely, if the Cronbach's alpha value is below 0.6, the research instrument is considered unreliable. The results of the reliability test in this study can be seen in Table 2 below:

Table 2.
Reliability Test Results

Variable	Cronbach Alpha	Standard Coefficient	Information
Enactive Mastery Experiences (EME)	0.770	0.600	Reliable
Entrepreneurial Self-Efficacy (ESE)	0.898	0.600	Reliable
Entrepreneurial Intention (EI)	0.663	0.600	Reliable
Turnover Intention to Start-up Business (TI)	0.703	0.600	Reliable
Quality of Work Life (QWL)	0.801	0.600	Reliable

Source: Processed data (2025)

The results table shows that all variables have high Cronbach's Alpha values, exceeding 0.60. Therefore, it can be concluded that each measurement concept for each variable in this questionnaire is reliable, making the items within each variable concept suitable for use as measurement instruments.

Description of Respondent Characteristics

This study involved 108 respondents, all of whom were employees at all levels of an engineering services company in Indonesia. Based on the data collected in this study, the following is a description of the characteristics of the respondents by age, gender, occupation, and length of service, in the Description of Respondent Characteristics table:

Table 3.
Description of Respondent Characteristics

Characteristics	Category	Frequency	Percentage (%)
Age	>35 years	43	40
	31-35 years	22	20
	26-30 years	28	26

	21-25 years	14	14
Gender	Male	83	77
	Female	24	23
Education	SMA	0	18.2
	Diploma	12	11
	S1	81	76
	S2	14	13
Working Hours	> 11 years	41	38
	8-11 years	13	12
	6-8 years	17	16
	3-5 years	17	16
	1-2 years	13	12
	>1 year	6	6

SEM-PLS Analysis

In this study, the relationship between Entrepreneurial Self-Efficacy, Entrepreneurial Intention, Enactive Mastery Experience, Quality of Work Life, and Turnover Intention will be analyzed using SEM-PLS analysis. The stages of SEM-PLS analysis consist of (1) Drawing a path diagram in accordance with the research model framework; (2) Conducting an outer model test to assess the validity and reliability of the indicators in measuring the variables (constructs); (3) Assessing the model's goodness of fit to ensure that the processed data fits the estimated model so that the sample used can provide a true picture of the population; and (4) Conducting an inner model test, which is the stage of examining the influence between variables as a tool to test the research hypothesis (Hair et al., 2019).

This research model contains five latent variables: the relationship between Entrepreneurial Self-Efficacy, Entrepreneurial Intention, enactive mastery experience, quality of work life, and turnover intention. All of these variables are first-order latent constructs measured by several measurement indicators. Based on the operational definition, the specifications of the PLS SEM model that will be estimated in this study are as follows:

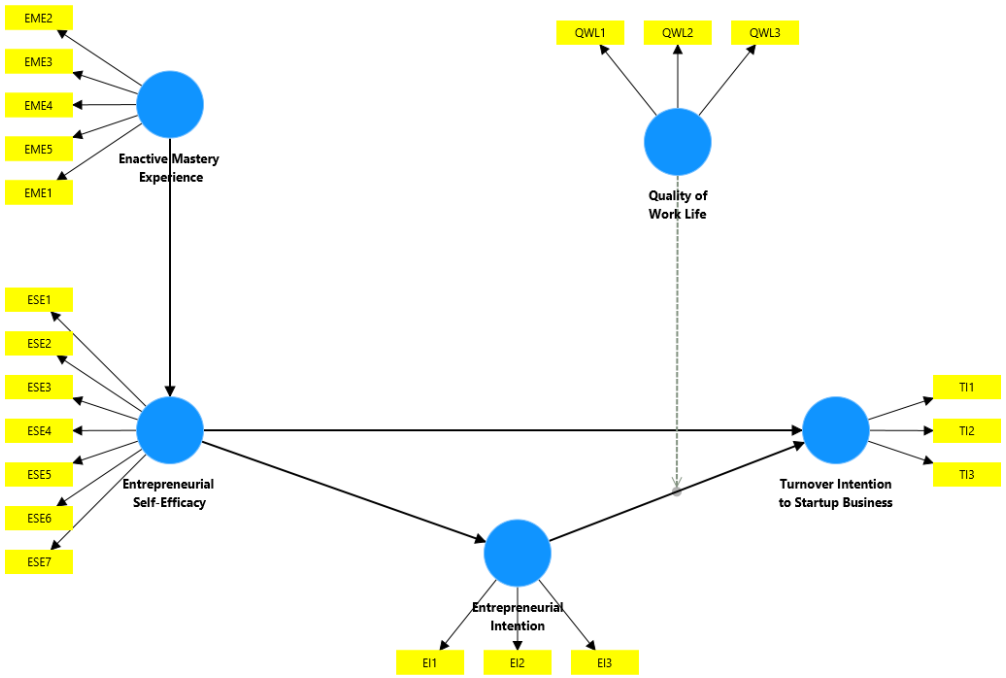

Figure 1.
SEM PLS Model Specifications

Outer Model Testing

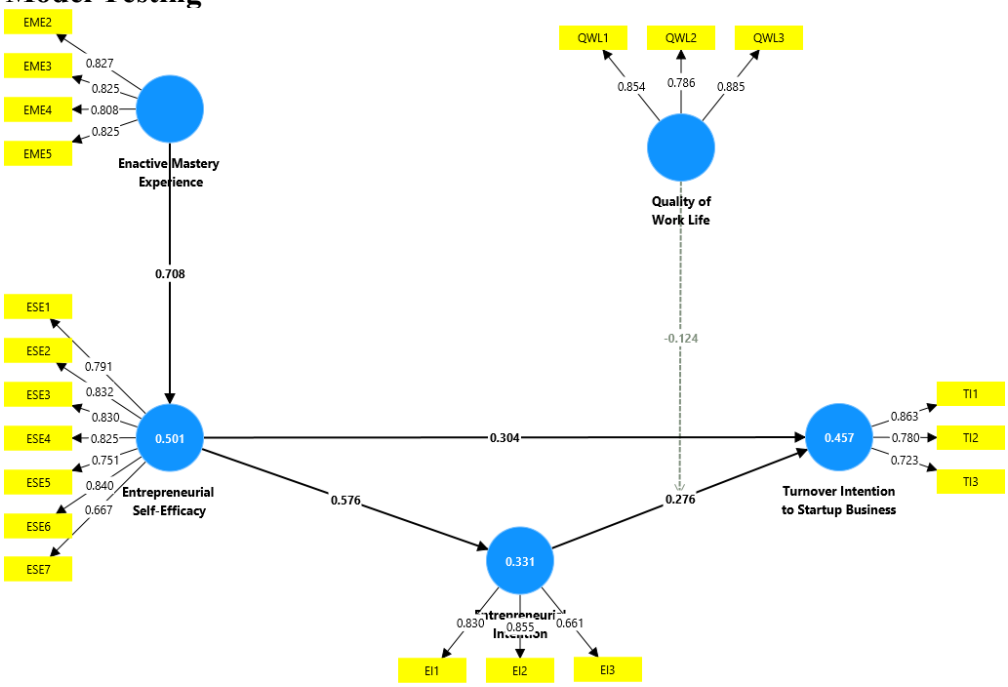

Figure 2.
SEM Model Estimation Results using the PLS algorithm

Convergent Validity Test

Convergent validity testing is conducted by examining the loading factor values of each indicator against its construct. For confirmatory research, the loading factor limit used is 0.7. For exploratory research, the loading factor limit used is 0.6. For developmental research, the loading factor limit used is 0.5. Because this research is exploratory, the loading factor limit used is 0.6.

Based on the SEM model re-estimation results in Figure 8 above, it was found that all remaining variables in the model are valid in measuring their values, allowing testing to proceed to the AVE test stage. The model's loading factor and AVE values are more clearly shown in Table 4:

Table 4.
Convergent Validity Test Results

Variable	Indicator	Loading Factor	Cut Value	AVE	Convergent Validity
Entrepreneurial_Intention	EI1	0,830	0,6	0.674	Valid
	EI2	0,855	0,6		Valid
	EI3	0,661	0,6		Valid
Enactive Mastery Experience	EME2	0,827	0,6	0.629	Valid
	EME3	0,825	0,6		Valid
	EME4	0,808	0,6		Valid
	EME5	0,825	0,6		Valid
Entrepreneurial _Self-Efficacy	ESE1	0,791	0,6	0.619	Valid
	ESE2	0,832	0,6		Valid
	ESE3	0,830	0,6		Valid
	ESE4	0,825	0,6		Valid
	ESE5	0,751	0,6		Valid
	ESE6	0,840	0,6		Valid
Quality of Work Life	QWL1	0,854	0,6	0,710	Valid
	QWL2	0,786	0,6		Valid
	QWL3	0,885			Valid
Turnover Intentionto Startup Business	TI1	0,863	0,6	0,625	Valid
	TI2	0,780	0,6		Valid
	TI3	0,723	0,6		Valid
Quality of Work Life x Entrepreneurial Intention	QWL x EI	1,000	0,6		Valid

Source: Data processed by PLS (2025).

The assessment of the loading factor and AVE values for each construct in Table 19 shows that all constructs are valid and have AVE > 0.5, indicating that, in terms of loading factor and AVE values, all constructs have met the required convergent validity.

Discriminant Validity

Discriminant validity is conducted to ensure that each concept in each latent variable is distinct from the other variables. A model has good discriminant validity if the squared AVE value for each exogenous construct exceeds the correlation between that construct and the other constructs. The results of the discriminant validity test are as follows:

Table 5.
Discriminant validity according to the Fornell-Larcker test

	EME	ESE	EI	QWL	TI
EME	**0,821**				
ESE	0,708	**0,793**			
EI	0,501	0,576	**0,787**		
QWL	-0,062	-0,019	-0,152	**0,843**	
TI	0,456	0,471	0,524	-0,414	**0,791**

Source: Data processed by PLS (2025)

Based on the results of the discriminant validity test in the table above, the square root of the AVE for all constructs consistently exceeds the correlation coefficient of that construct with other constructs. Therefore, it can be concluded that all constructs in this PLS model meet the required discriminant validity.

In addition to using the Fornell-Larcker method, discriminant validity can also be determined from the cross-loading value of each indicator against its construct. An indicator is deemed to meet the discriminant validity criteria if the indicator's cross-loading on its construct is higher than the indicator's cross-loading on other constructs.

Table 6.
Discriminant Validity by Cross-Loading Value

	EME	ESE	EI	QWL	TI	QWL x EI
EI1	0,629	0,699	**0,830**	0,046	0,379	-0,087
EI2	0,235	0,356	**0,855**	-0,129	0,426	-0,172
EI3	0,198	0,163	**0,661**	-0,406	0,472	-0,072
EME2	**0,827**	0,613	0,441	-0,099	0,384	0,092
EME3	**0,825**	0,487	0,266	-0,125	0,295	0,202
EME4	**0,808**	0,524	0,443	-0,080	0,414	0,075
EME5	**0,825**	0,666	0,465	0,070	0,391	0,032
ESE1	0,595	**0,791**	0,337	0,030	0,325	0,016
ESE2	0,701	**0,832**	0,457	-0,109	0,321	0,252
ESE3	0,627	**0,830**	0,374	-0,023	0,402	0,025
ESE4	0,464	**0,825**	0,475	0,044	0,378	-0,079
ESE5	0,407	**0,751**	0,312	-0,083	0,383	-0,176
ESE6	0,552	**0,840**	0,463	0,032	0,414	-0,078
ESE7	0,521	**0,667**	0,695	0,001	0,386	-0,062
QWL1	-0,196	-0,161	-0,282	**0,854**	-0,359	-0,177
QWL2	0,121	0,107	-0,030	**0,786**	-0,205	0,067
QWL3	-0,016	0,047	-0,049	**0,885**	-0,420	-0,004
TI1	0,362	0,378	0,566	-0,461	**0,863**	-0,178
TI2	0,385	0,330	0,298	-0,271	**0,780**	-0,043
TI3	0,348	0,423	0,310	-0,188	**0,723**	-0,051
QWL x EI	0,115	-0,008	-0,138	-0,061	-0,131	**1,000**

Source: Data processed by PLS (2025)

Based on the results of the discriminant validity test in Table 6, it can be seen that all indicators have the highest scores in their own construct, not in other constructs. Therefore, it can be concluded that all indicators meet the requirements for discriminant validity.

In addition to the Fornell-Larcker test and cross-loading, discriminant validity can also be determined by examining the Heterotrait-Monotrait Ratio (HTMT) values between constructs. HTMT is a recommended alternative method for assessing discriminant validity. This method uses a multitrait-multimethod matrix as the measurement basis. The HTMT value must be less than 0.9 to ensure discriminant validity between two reflective constructs (Henseler et al. 2015). In this test, a construct in the PLS model is considered to have met discriminant validity if the HTMT value between that construct and other constructs does not exceed 0.9.

Table 7.
Discriminant Validity According to the HTMT value

	EME	ESE	EI	QWL	TI	QWL x EI
EME						
ESE	0,789					
EI	0,571	0,629				
QWL	0,195	0,150	0,384			
TI	0,591	0,594	0,709	0,486		
QWL x EI	0,133	0,131	0,167	0,109	0,136	

Source: Data processed by PLS (2025)

Based on the results of the discriminant validity test in Table 22, the HTMT value between constructs does not exceed 0.9, indicating that all constructs in the PLS model meet the required discriminant validity criteria. Based on the results of the three discriminant validity testing methods, it can be concluded that the PLS outer model meets the required discriminant validity criteria.

Testing for Moderation Effects

This study examined the role of quality of work life as a moderator of the influence of entrepreneurial intention on turnover intention. The moderation test was conducted by analyzing the p-value and t-statistic of the interaction between quality of work life and entrepreneurial intention. If the p-value is <0.05 and t-value is >1.96, then quality of work life is proven to moderate the influence; conversely, if it does not meet these criteria, there is no moderating effect.

Table 8.
Moderation Test Results

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T statistics (|O/STDEV|)	P values
QWL x EI -> TI	-0,124	-0,118	0,069	1,788	0,037

Source: Data processed by PLS (2025)

The results of the moderation test indicate that quality of work life significantly moderates the relationship between entrepreneurial intention and turnover intention to start a business, with a p-value of 0.037, a t-statistic of 1.788, and a negative coefficient of -0.124. This means that the better an employee's perceived quality of work life, the lower their

intention to quit and start their own business, even if they have strong entrepreneurial intentions. Conversely, a poor quality of work life strengthens the intention to quit and start their own business.

Testing the Mediation Effect

In this study, entrepreneurial intention acts as a mediating variable in the influence of entrepreneurial self-efficacy on turnover intention to start a business. To test this role, the following mediation test was conducted:

Table 9.
Test of Indirect Effect

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
ESE -> EI -> TI	0,159	0,159	0,059	2,717	0,003

Source: Data processed by PLS (2025).

The analysis results show that entrepreneurial intention significantly mediates the effect of entrepreneurial self-efficacy on turnover intention to start a business, with a p-value of 0.003, a t-statistic of 2.717, and a positive path coefficient of 0.159. This means that employees with high self-confidence in their entrepreneurial abilities and a strong intention to become entrepreneurs tend to have a greater desire to leave their jobs and start their own business.

Coefficient of Determination

The coefficient of determination (Adjusted R Square) indicates the extent to which exogenous variables contribute to explaining endogenous variables. Its value ranges from 0 to 1 (or 0–100%). The larger the value, the more the endogenous variable can be explained by the exogenous variable. Conversely, a small value indicates that the exogenous influence is still low and that other factors outside the model influence the endogenous variable.

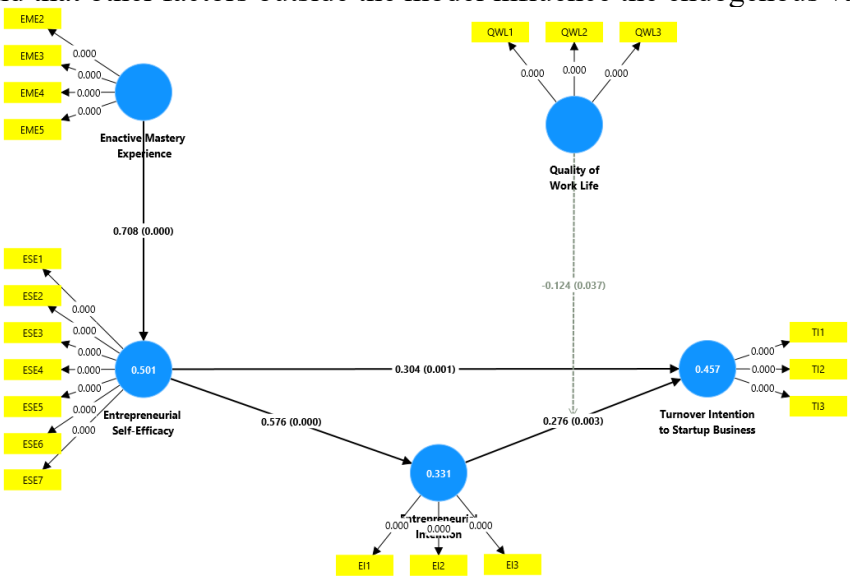

Figure 3.
Coefficient of Determination
Source: Data processed using PLS (2025)

According to Figure 3, 50.1% of the entrepreneurial self-efficacy variable is influenced by enactive mastery experience, and 33.1% of the entrepreneurial intention variable is influenced by entrepreneurial self-efficacy. The remainder is influenced by factors other than these variables.

Hypothesis Testing

Hypothesis testing in this study was conducted based on the results of the PLS SEM analysis. The following is a summary of the results of the hypothesis testing in this study:

Table 10.
Summary of Hypothesis Testing Results

No.	Hypothesis	Path Coefficient	T	Sig.	Conclusion
1	Enactive mastery experience has a direct positive effect on entrepreneurial self-efficacy.	0,708	17,711	0,000	Accepted
2	Entrepreneurial self-efficacy has a direct positive influence on entrepreneurial intention.	0,576	8,955	0,000	Accepted
3	Entrepreneurial self-efficacy has a direct positive effect on turnover intention to startup business.	0,304	3,126	0,001	Accepted
4	Entrepreneurial intention has a direct positive effect on turnover intention to startup business.	0,276	2,705	0,003	Accepted
5	Entrepreneurial intention mediates the influence of entrepreneurial self-efficacy on turnover intention to startup business.	0,159	2,717	0,003	Accepted
6	Quality of work life moderates the influence of entrepreneurial intention on turnover intention to startup business.	-0,124	1,788	0,037	Accepted

Source: Data processed using PLS (2025)

The Effect of Enactive Mastery Experience on Entrepreneurial Self-Efficacy

This study successfully proves that the higher an employee's experience with entrepreneurial values (enactive mastery experience), the higher the employee's self-efficacy or confidence in their entrepreneurial ability (entrepreneurial self-efficacy). Conversely, the lower the enactive mastery experience, the lower the entrepreneurial self-efficacy.

The Effect of Entrepreneurial Self-Efficacy on Entrepreneurial Intention

The results show that a high level of self-efficacy or confidence in one's entrepreneurial ability (entrepreneurial self-efficacy) increases the employee's intention to become an entrepreneur (entrepreneurial intention). Likewise, low entrepreneurial self-efficacy reduces entrepreneurial intention.

The Effect of Entrepreneurial Self-Efficacy on Turnover Intention

This study finds that a high level of self-efficacy or confidence in one's entrepreneurial ability (entrepreneurial self-efficacy) also increases the employee's intention to leave their employee status to start their own business (turnover intention to startup business). Conversely, low entrepreneurial self-efficacy decreases turnover intention.

The Effect of Entrepreneurial Intention on Turnover Intention

The results confirm that a high entrepreneurial intention increases the employee's intention to leave their job to start their own business (turnover intention to startup business). Conversely, low entrepreneurial intention lowers turnover intention.

The Effect of Entrepreneurial Self-Efficacy on Turnover Intention through the Mediation of Entrepreneurial Intention

This study reveals that an employee with high entrepreneurial self-efficacy who also has a high entrepreneurial intention will further increase their intention to leave their employee status to start their own business (turnover intention to startup business). In this PLS model, entrepreneurial intention successfully mediates the effect of entrepreneurial self-efficacy on turnover intention.

The Role of Quality of Work Life in Moderating the Effect of Entrepreneurial Intention on Turnover Intention

The study proves that the higher the quality perceived by an employee in their work (quality of work life), the more the employee with a high entrepreneurial intention reduces their intention to leave their job to start their own business (turnover intention to startup business). Conversely, employees with high entrepreneurial intention who perceive poor quality of work life will increase their intention to leave their job to start their own business (turnover intention to startup business).

CONCLUSION

The conclusions drawn from this study indicate that enactive mastery experience has a positive and significant effect on entrepreneurial self-efficacy. This means that the higher an employee's experience with entrepreneurial values (enactive mastery experience), the higher their self-efficacy or confidence in their entrepreneurial ability (entrepreneurial self-efficacy). Conversely, the lower the enactive mastery experience, the lower the entrepreneurial self-efficacy.

Furthermore, this study also proves that entrepreneurial self-efficacy has a positive and significant effect on entrepreneurial intention, where a high level of self-efficacy or confidence in one's entrepreneurial ability (entrepreneurial self-efficacy) will increase the employee's intention to become an entrepreneur (entrepreneurial intention). Likewise, low entrepreneurial self-efficacy will decrease entrepreneurial intention.

The study also successfully proves that entrepreneurial self-efficacy has a positive and significant effect on turnover intention to startup business, meaning that a high entrepreneurial self-efficacy will increase the employee's intention to leave their employment status in order to start their own business (turnover intention to startup business). Conversely, low entrepreneurial self-efficacy reduces turnover intention.

This research further confirms the positive and significant influence of entrepreneurial intention on turnover intention to startup business. The results show that a

high entrepreneurial intention increases the employee's intention to quit their job to establish their own business. Conversely, low entrepreneurial intention lowers turnover intention.

Additionally, the study demonstrates that entrepreneurial intention can mediate the relationship between entrepreneurial self-efficacy and turnover intention to startup business. The findings reveal that an employee with high entrepreneurial self-efficacy who also has high entrepreneurial intention will further increase their intention to leave their employee status to start their own business. In this PLS model, entrepreneurial intention successfully mediates the effect of entrepreneurial self-efficacy on turnover intention.

Finally, the study proves that the quality of work life can significantly weaken the effect of entrepreneurial intention on turnover intention in startup businesses. The higher the quality of work life perceived by an employee, the more the employee with high entrepreneurial intention reduces their intention to leave their job to start their own business. Conversely, employees with high entrepreneurial intention who perceive poor quality of work life will increase their intention to leave their job to establish their own business.

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