Effect of self-efficacy on self-employment intention of undergraduates: a case of arts undergraduates in Sabaragamuwa University of Sri Lanka

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Abstract
The objective of this paper is to examine the impact of self-efficacy on self-employment intention among arts undergraduates of the Sabaragamuwa University of Sri Lanka. This study employs a quantitative method and data were obtained from 159 respondents for a pre-tested structural questionnaire. The data were analyzed employing a multiple regression model with the support of the SPSS. Findings revealed that the magnitude of the students has a positive impact on self-employment intention. Also, the strength and generality of students will positively impact the self-employment intention of the students of the faculty of social sciences & languages. The finding also pointed out that self-efficacy is significantly associated with entrepreneurial intention among undergraduates. These finding further supports an element of social learning theory which states that self-efficacy is able to influence the entrepreneurial intention among students. As a result, the institution can emphasize strategies to increase the degree of self-efficacy among undergraduates to enhance the level of entrepreneurial intention.

Keywords: self-efficacy, self-employment intention, undergraduates

1. Introduction

Entrepreneurship is thought to have played a significant role in increasing the number of jobs produced around the world and lowering unemployment rates in most countries. Entrepreneurship helps in the socio-economic development of countries and an entrepreneurial attitude stimulates a country's GDP (Udayanan, 2019) [34]. According to empirical studies, most countries including Sri Lanka, are currently facing unemployment issues. As a result, entrepreneurial knowledge and skills may aid countries in reducing unemployment (Ali & Hassan, 2016) [3]. Limiting employment opportunities happened primarily in competitive contexts. As a result of the current unpredictable market situation, graduates from universities have had some difficulty finding jobs in both the government and industry. Developing young graduates as entrepreneurs complement a country's employment policies by providing options for self-employment. In comparison to students from established nations, students from emerging economies are more likely to choose entrepreneurship as a career (Udayanan, 2019) [34]. Individual behaviors were shown to be best predicted by intentions, especially when the activity is unusual, difficult to see, or involves unpredictable time lags. Establishing new companies and adding additional value to existing ones, as two consequences of entrepreneurial objectives are appropriate instances of such actions (Peng, Lu & Kang, 2012) [27]. Existing organizations' actions are also influenced by entrepreneurial objectives. Individuals in firms chase and explore new opportunities as a result of intentional processes. For that, existing organizations have to elaborate intentions that, in the end, determine the success of a business. This position is supported by evidence showing Entrepreneurs' ambitions to create new value within established businesses through entrepreneurial, proactive, and risky actions have an impact on venture growth. As a result, having the aim to be inventive, proactive, and take risks improves a company's performance (Covin & Slevin, 1991) [9]. Many studies have identified self-efficacy as a major determinant of entrepreneurship and entrepreneurial intention. Self-efficacy means a person's belief in his or her ability to carry out the actions required to achieve specified performance goals (Albert, 1977) [2].

The notion of self-efficacy has become increasingly prominent in entrepreneurship talks over the last decade. It was popularized by, who defined it as a feature of personal competence and control that aids in the conversion of perceived failures into learning opportunities (Krueger). Students' entrepreneurial self-efficacy demonstrated that they thought their way to accomplish was mostly just moderate. As a result, it's possible that they'll have fewer entrepreneurial ambitions, so that intention leads the younger generation to apply that to any kind of activities, like an experiment that they are going to test based on their abilities and confidence of themselves, as there's already a link between entrepreneurial self-efficacy and entrepreneurial intention (Shi & et al, 2011) [31]. Moreover, the goals for which people strive, the amount of energy devoted to goal achievement, and the possibility of getting particular levels of behavioral performance all are influenced by these cognitive self-evaluations. Self-efficacy beliefs, unlike traditional psychological concepts, are thought to vary based on the area of functioning and the environment that surrounds the occurrence of a behavior (Saraih, Ain, & Zin, 2018) [30]. Self-efficacy motivates people and it determines everything. Self-Efficacy effect on Entrepreneurial intention according to (Bandura, 1982) [4] (Gist, Stevens & Bavettea, 1991) [15] and (Pihie, 2009) [28].

According to the literature self-efficacy is most important on

archiving student's goals and achievements, so in present situation this is most important because the current situation of young generations' contribution to the economy is most important. With a high level of efficacy leads people to work hard to archiving their goals with confidence in themselves. For different topic areas or tasks, a person's level of self-efficacy can differ. Similarly, even within the same subject area, a student's self-efficacy for different tasks can vary. For example, a student's self-efficacy in knowing a logical topic may be excellent, yet he or she may lack confidence in math. Furthermore, a student's self-efficacy in terms of consistency well on a scientific exam may be excellent, but he or she may lack confidence in his or her abilities to design an outstanding science fair project (Freudenberg, Brett, & et al, 2011) [13]. Both self-efficacy and entrepreneurial intention belong to the two sides with different theories. However, there are no previous studies that have been conducted that how self-Efficacy effect on Self-employment intention of undergraduates of the faculty of social sciences & languages in Sri Lanka. Self-efficacy belongs to the physiological capital theory as well as self-employment intention belongs to the entrepreneur intention theory, There is an empirical study that mixes physiological capital theory with entrepreneurial intention in University Ciputra Surabaya (Jennifer, Ersa, & Sanjaya, 2019) [19], But in Sri Lanka context there is lack of knowledge, researches, empirical evidence as well as experiences about how self-efficacy motivate to be self-employment among university students in Sri Lanka. As a result, the basic problem of this study is to examine how self-efficacy effect on self-employment intention of Sabaragamuwa university students in Sri Lanka. Therefore, this study attempts to examine the effect of self-efficacy on the self-employment intention of undergraduates of the faculty of social sciences & languages of the Sabaragamuwa university of Sri Lanka.

2.   Theoretical Background
Self-Efficacy Theory

Self-Efficacy has become a popular topic of research at the present. According to the self-efficacy theory of Albert Bandura (1977), in their self-efficacy refers to people's judgments regarding their ability to perform a given activity. According to (Bandura, 1982) [4], the measurement of self-efficacy is related to three dimensions magnitude, strength, and generality (Albert, 1977) [2], Self-efficacy should be measured in terms of the particular judgment of capability that may vary in different activities, In contrast, a lower sense of self-efficacy undermines performance, weakens engagement, and leads to quicker abandonment of tasks (Albert, 1977) [2], (Bandura, 1982) [4]. Another author bong (Bong, 1997) states verbal and quantitative academic self-efficacy and degree of perceived similarity among tasks are also dimensions of self-efficacy and he further stated that strength is also a dimension which affected to the self-efficacy further as, An individual's confidence in accomplishing the various components of the task or at various levels of difficulty is represented in their strength.

Another author (Gist, Stevens & Bavettea, 1991) [15] has defined self–efficacy is proposed to influence individual choices, goals, emotional reactions, effort, ability to cope, and persistence, according to the Initial and delayed performance were both aided by self-efficacy. Main objective training increased differences in performance between high and low self-efficacy trainees, Individuals with higher self-efficacy perform better, persist more in the face of obstacles, have higher learning outcomes, and are more motivated than individuals with lower self-efficacy. According to them (Gist, Stevens & Bavettea, 1991) [15] Motivation, generality, magnitude, and strength are the dimensions of self-efficacy. Another author (Pihie, 2009) [28] has stated that self-efficacy is the task-specific consideration of perceived fitness to do a given activity, he states that Entrepreneurial self-efficacy in the aspects of management, financial, marketing, Behavioral control, and magnitude Moreover, students with positive entrepreneurial aspiration scored higher in entrepreneurship intention and self-efficacy which is significantly different from those who do not have positive aspiration.

Finally based on these researchers' studies it can be stated that Self-efficacy is the reflection of an individual's belief in his or her capabilities to complete tasks. According to authors (Bandura, 1982) [4] (Gist, Stevens & Bavettea, 1991) [15], (Bong, 1997) and (Pihie, 2009) [28] stated that similar dimensions for self-efficacy as magnitude, generality, and strength. And the author (Pihie, 2009) [28] has stated that Entrepreneurial self-efficacy in the aspects of management, financial and marketing, and behavioral control differ from other authors. According to (Gist, Stevens & Bavettea, 1991) [15] he stated Training performance is one of the dimensions of self–efficacy. Finally, according to these researchers, we can identify magnitude, strength, and generality as the dimension of self-efficacy.

Entrepreneurial intention

The previous study often associates the term "self-employment intention" with "entrepreneurial intention". In fact, it is often described that both terms as having the same meaning. The empirical work of entrepreneurial intentions first began in the research of the psychologist Bandura (Bandura, 1982) [4], with the introduction to the concept of self-efficacy in the social cognitive theory which is defined as the belief in one's capabilities to organize and execute the courses of action required to manage prospective situations.

Entrepreneurial action is defined as a behavior that is carefully planned. Thus, the notion of planned behavior can be used to evaluate entrepreneurial intention (EI) (TPB). EI is characterized by three indicators, according to (Ajzen, 1991) [1] TPB: attitude toward entrepreneurial behavior, perceived social norms, and perceived behavioral control, or self - efficacy. TPB argues that the behavior of an individual is determined primarily by the intention of the individual to perform that behavior. The intention in the TPB is the readiness to engage in a given behavior (Covin & Slevin, 1991) [10], and the stronger the intention to carry out an activity, the greater the chance that an individual will carry it through (Ajzen, 1991) [1]. According (Krueger, 1983) [22] Entrepreneurial intention is a commitment to start a new business. Moreover, in this study entrepreneurial intention describes the degree of commitment directed towards the performance of the entrepreneurial endeavor of putting up a business for self-employment.

Other researchers in China (Peng, Lu & Kang, 2012) [27] defined entrepreneurial intention as a mental orientation such as desire, wish, and hope that can influence their choice of entrepreneurship. The study reveals that university students'

perceived subjective norm has a large positive impact on their entrepreneurial attitude and entrepreneurial self-efficacy and that most of these elements have a significant impact on their entrepreneurial ambitions. According to the researchers (Bandura, 1982) [4], (Krueger) and (Peng, Lu & Kang, 2012) [27] they stated the same thing for the self-employment intention, a person's position to owning a business or becoming self-employed an also considered as a personal orientation which might lead to venture creations.

3. Conceptual model and hypothesis

Most of the researchers studied how self-efficacy effect on self-employment intention using various study areas. According to (Saraih, Ain, & Zin, 2018) [30], they had studied The Influence of Self-Efficacy on Engineering Students' Entrepreneurial Intention. Through their study they found that self-efficacy is significantly associated with Entrepreneurial intention then According to the study, self-efficacy has an impact on engineering students' entrepreneurial intentions in public institutions. According to a study by (Ramraini & Mimi, 2016) [29], they had studied about self-efficacy and self-independence in promoting university students' self-employment intention, so the they had found out that self-efficacy and self-independence have a strong link to the desire to work for oneself so this study can provide information on the elements that influence university graduates' decision to pursue a self-employment profession. The scholars (Jennifer & Ersa, 2019) [20], Study conducted of relationship between University Student Entrepreneurial Self-Efficacy and Entrepreneurial Intention in Surabaya, here it found out that Self-efficacy entrepreneurship and entrepreneurial intentions have a favorable and significant link. According to the finding of (Kazeem, 2016) [21], study among the engineering students, Family determinants and entrepreneurial self-efficacy were found to have positive connections, as were entrepreneurship education and entrepreneurial self-efficacy. With all that empirical evidence, found out that there is self-efficacy positively affected on self-employment intention.

But in empirical literature it is not provide any empirical that how self-efficacy effect on self-employment intention in undergraduates of faculty of social sciences & languages in Sabaragamuwa university. Therefore, this research attempt to investigate the effect using the dimensions of self-efficacy to find out how it affected on Sabaragamuwa university undergraduates. Self-efficacy as independent variable which consists with three dimensions as magnitude, strength and generality as well as self-employment intention as dependent variable. Figure 01 shows the conceptual research model of this study base on this, the present study constructs the three hypotheses.
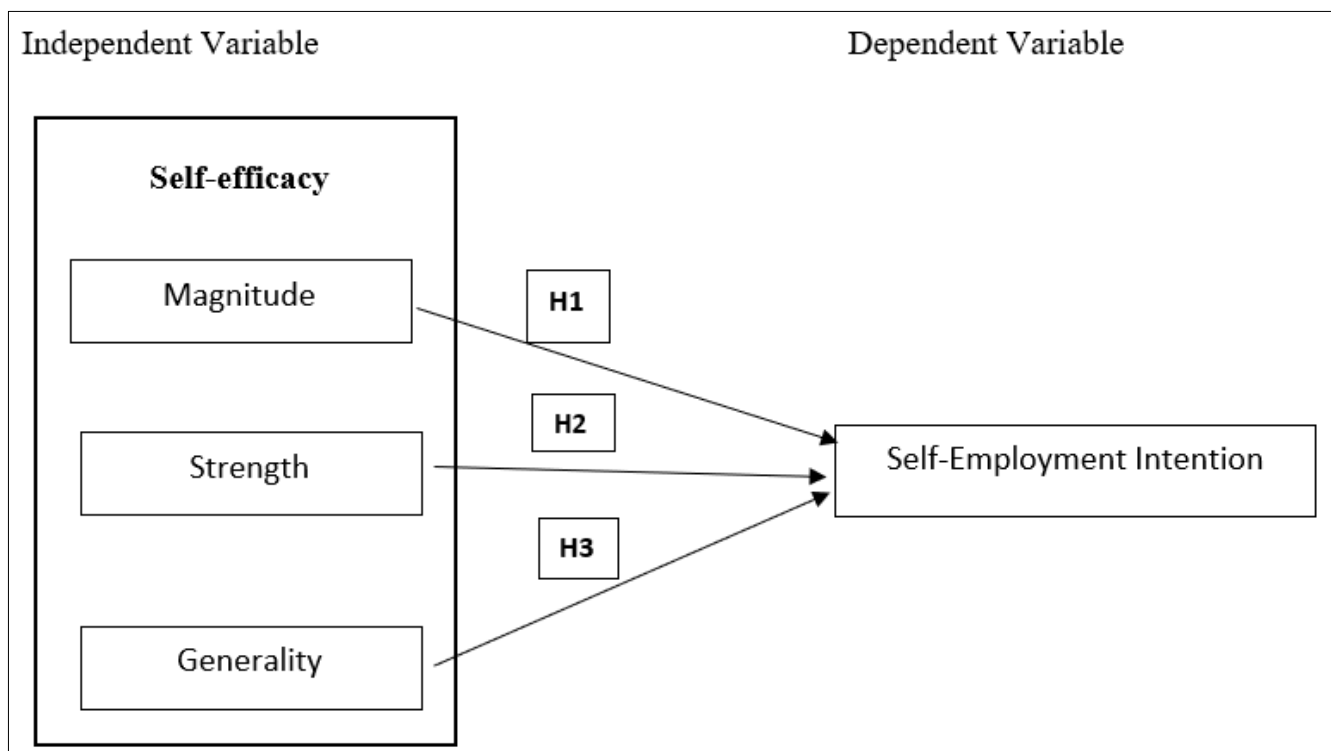
Source: Developed by Author, 2022

Fig 1: Conceptual Research Model

Magnitude and self-employment intention

Self-employed workers reported higher level of work engagement and taking risk for performance task successfully than organizationally employed workers. Self-employed workers were more engaged when they had more opportunities. On the task level, self-employed were more engaged to work and complete their tasks, performance with magnitude leads to individuals to perform a certain task and be self-employed (Bujacz, Aleksandra *et al*., 2017) [6]. Experiential nature of work engagement and thereby helps to further clarify the core of the work-engagement concept. It stated that a close look at magnitude task important in order to understand self-motivational to be an entrepreneur (Sonnentag, 2017) [32]. Only partial behavioral exception is that of perceived behavioral control. Finally concluded that entrepreneurial intention significantly affected on magnitude which means level of task of task difficulty (Liñán, Rodríguez, & Juan, 2015) [23]. Entrepreneurship is defined as a strategic stance characterized

by a group's willingness to take risks, tendency to engage in a competitively aggressive, proactive manner, and reliance on frequent and comprehensive product innovation. The proposed model reveals the level of the task difficulty or simply magnitude effects of entrepreneurial behavior, as well as the variables that affect the relationship between entrepreneurial intention and employee magnitude. Therefore, this study has formulated a hypothesis as;

H1: Magnitude has a positive impact on Self-employment intention of undergraduates.

Strength and self-employment intention

Entrepreneur's' strength represent an important form of support during the entrepreneurial process, therefore they need to be efficient and carefully managed by entrepreneur and it affect positively to the self-employment intention (Tina & Boštjan, 2016) [33]. Over a model including the individual constructs that make up relationship strength, structural models support better fit provided by positive relationship of strength. Improved strategic planning and practical knowledge on improving relational outcomes are two managerial and academic implications of relationship strength (Hausman, 2001) [17]. According to other researchers, entrepreneurial attitudes strength and education positively affected on self-employment intention. As a result, knowledge and opportunity searching, creativity and problem-solving abilities, achievement and instrumental readiness, self-confidence and self-esteem, goal-setting, entrepreneurial education/training, and self-confidence and self-esteem are all important and all are significantly affected to the self-employment intention (Mesfin & Shumet, 2018) [25]. Entrepreneurs are frequently described by means of their mental strength. The significance and character of these attitudes in choosing one Job over another were determined using event study. The impact of these views on the desire to start a business was studied in this study. There were significant correlations between the predicted utility from a work and the independence, risk, and income it provided. Similarly, the degree of the respondents' intention to become self-employed was related to their comfort level and preference for independence (Douglas & Shepherd, 2002) [11]. Therefore, this study has formulated hypothesis as;

H2: Strength has a positive impact on self-employment intention of undergraduates.

Generality and self-employment intention

According to Frisks and Usman the findings revealed that the expectations are one of the most important factors influencing entrepreneurial desire. The degree to which anticipation is generalized across situations is a variable that has a significant impact on the interests of entrepreneurs. If a person has a strong interest in entrepreneurship, it is almost always accompanied by support and encouragement to pursue it. Meanwhile, persons with both the desire and high ambitions, and self-sufficiency required for entrepreneurship may have a strong desire to start a business, or entrepreneurship (Friska & Usman, 2019) [14]. The findings support the theory that anticipation, intentional act, and positivity all contribute significant to entrepreneurial motivation. According to the findings, businesses are founded not only by those who have the ability and aptitude to do so, but also by those who have the drive and intentions to do so in a range of circumstances (Virginia &

Carlos, 2017) [35]. While expectations for work-life balance are more important for business expectations, non-monetary career advancement relationship between work stability and attractive work are also important. Individuals' non-cognitive talents and expectations across situations affect positively impact on intention to be self-employed. Self-employment decisions, especially young women, are influenced by confidence in one's quantitative skills, as is success in both the self-employed and traditionally employed sectors, as determined by returns (Carmen, Andrew, & Daniel, 2018) [7]. According to LUC, the findings reveal that the outcomes are influenced only by three factors of the theory of planned conduct and have no significant impact on self-entrepreneurial intention. It implies that result expectations may be a variable. When faced with advantageous conditions such as family support, government backing, and so on, individual motivation factors might shift to incentives. The findings imply that the ability to forecast self-entrepreneurial intention of behavior, subjective standards, and perceived behavioral control is possible. This study's proposed model adds to the growing amount of evidence about entrepreneurial purpose, particularly self-entrepreneurial intent (LUC, 2020) [24]. According to all these findings it states there is positive relationship between strength and self-employment intention except (Elfving, Brännback & Carsrud, 2009) [12], it stated that strength or degree of expectations is generalized across situations or generality have no significant impact on self-entrepreneurial intention, so by considered all the finding final it can be formulated hypothesis as;

H3: Strength has a positive impact on self-employment intention of undergraduates.

4. Methodology

This study used deductive approach which is testing the theories on that how self-efficacy theory affected on entrepreneur intention on undergraduates of faculty of social sciences & Languages in Sabaragamuwa University. This study ontology is objective, because we can say something in scientific manner, my research objective has base to explain using self-efficacy theory and self-employment intention theory to prove my objective of the study that is to find out how self-efficacy effect on self-employment intention in scientifically justified, then the philosophy of this study is positivism, here we can theoretically prove that self-efficacy effected on self-employment intention so that is single reality. In this study the epistemology is that the reality can be measure and there are reliable and valid tools to do this, according to epistemology that in this study on how self-efficacy effect on self-employment intention on undergraduates of faculty of social sciences & languages undergraduate in Sabaragamuwa University, the research method is quantitative method. Here in this study, I there are two variables (self-efficacy and self-employment-intention), then I have to use inferential design for my study. In this study research purpose is explanatory which means, in this research we already know that self-efficacy effect on self-employment intention, but here I am going to explain it further by taking undergraduates of faculty of social sciences & languages of Sabaragamuwa university. Here with the theoretical base explain my study with different unit which is undergraduates.

Here in this survey, data was gathered from undergraduates of faculty of social sciences & languages of Sabaragamuwa

university, population is 1100 students who are currently studying in the faculty of social sciences and languages, including all the five departments, which are, Economics and Statistics, English Language Teaching, Geography and Environmental Management, Languages, Social Sciences, also from 1st year to 4th year undergraduates. In here sample frame is the list of all the students in the faculty of social sciences and languages. In this study the sample size taken as 159 undergraduates from the faculty of social sciences and languages, for represent the population in this survey it used simple random sampling.

In this study dependent variable is self-employment intention (SEI), and the independent variable is self-efficacy, here to measure it used are magnitude, strength and generality as the dimensions in this study. For data collection purpose of this study the researcher used online questionnaire through Google form. This questionnaire consists of three sections: Section A (Personal Characteristics), B (Self-employment intention), C (Self-efficacy). Five-point Likert scales are commonly used to measure it, providing a range of response to a given questions and statements. In this study, the scale for self-employment intention and self-efficacy ranged from (1) strongly disagree, (2) disagree, (3) neutral, (4) agree to (5) strongly agree.

The five items of (Indari & Kristiansen, 2003) [18] which asked for measure self-employment intention are; 1. I have thought seriously to start my own business after completing my study, 2. I am determined to create a firm in the future I will start my business in the next five years, 3. I have a strong intention to start a business someday I'll put every effort to start and run my own business, 4. I prefer to be an entrepreneur rather than to be an employee in a company, 5. I will start my business in the next ten years I want to be my own boss.

The 9 items of (Chen, Gully & Eden, 2001) which asked for measure I believe I can successfully develop a new business, I have confidence in the level Difficulty, I have confidence in the ability to take actions, I can use the experience of living as a step to achieve success, I display an attitude that shows confidence in the whole process of learning, I am being able to address the diverse circumstances with a positive attitude, I have strong self-belief against her potential in completing the task, I know to complete the task, I have a fighting spirit and did not easily give up.

For the data presentation figures are used for the explanation of descriptive statistics in this study. The collected data from the sample assessed using SPSS (Statistical package for the social sciences) software. In this study researcher used Pearson's correlation and multiple linear regression as the data analysis technique. Before running the regression normality distribution of data tested by the shipro-walk Normality Test which indicate Under Normality test by shipro-walk for dependent variable p value is 0.285, since p-value is higher than 0.05 significance level, the null hypothesis; the data normally distributed cannot be rejected. Therefore, the dependent variable is normally distributed. As well as reliability test by using Cronbach's Alpha. Results of Cronbach's alpha value for self-employment intention (SEI) reported as 0.910, and Cronbach's alpha value for magnitude, strength and generality reported as 0.838, 0.850 and 0.728. Generally, the acceptable reliability of Cronbach's alpha should be more than 0.70. According to these values

suggest that the specified indicators are acceptable to be used for further analysis.

5. Results and Discussions

According to the below figure 01, of the results of this study indicate that the gender category of respondent represents that majority of the respondents belong to the gender group of female with 74% out of total sample. Rest of 26% of the response out of the sample represent male respondents in the sample. Here it noted majority of respondents followed by female undergraduates of faculty of social sciences and languages. This can be notes which most of the results of this study based on undergraduates of this sample indicates most of the female intention rather than male. The results of this study indicate that in this survey it took faculty of social sciences and languages, so according to the Academic year of the undergraduates of the study samples, here majority of the undergraduates' responses in 4th year as well as the secondly 3rd year which totally repent respectively 31% and 28% out of the total sample. Then rest of the respondents represent 1st year and the 2nd year, respectively, 26% and 15%. According to the results of the study shown by figure 01, majority of respondents represent the department of Economics and Statistics which is indicate 63% out of the total sample. Also other departments represent, such as Economics and Statistics, Geography and Environmental Management, Languages respectively, 14%, 10%, 4% and 9% out of the total sample. This means most of the respondents are in department of Economics and Statistics are aware more about the self-employment intention. Out of the total sample of this study 64% of the respondents has an experience on having an entrepreneur within their family, which means most of the are much aware on self-employment, that is much helpful them to take an action regarding of their intention.

Analysis the regression model

A multiple linear regression model with independent variables: magnitude, strength and Generality and one dependent variable SEI (Self-employment intention) was analyzed determine the strength of the association between the independent variable and dependent variable.

According to the table 01-model summary, R^2 explained the proportion of the variation of the Self-employment intention (SEI) is explained by the independent variables which are strength, magnitude and generality by using estimated model. The independent variable explained 51% variability of dependent variable in this model.

Table 1: Anova[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	61.100	3	20.367	31.575	.000[b]
	Residual	99.980	155	.645		
	Total	161.080	158			
a. Dependent Variable: SEI						
b. Predictors: (Constant), Generality, Strength, Magnitude						

Source: Survey data (2022)

According to the results of table 1 provide ANOVA table, which is provide the fitness of the model. Since the F value is significant under 0.05 significance level, so according to results

of overall significant due to F-value of ANOVA table is 0.000, which is less than 0.05. So the estimated model is a suitable model.

Table 2: Collinearity

	Tolerance	VIF
Magnitude	.915	1.093
Strength	.936	1.068
Generality	.943	1.061

Source: Survey data (2022)

According to the collinearity statistics (see table 2), decision rule is that, if VIF value is less than 10, there is not multicollinearity, so according to the above table 2, there is no multicollinearity in this model. As well get conclusion also by using Tolerance value, here decision rule is that, if Tolerance is greater than 0.2 there is no multicollinearity, so according above results all variables tolerance values are greater than 0.2, then we can conclude that there is no multicollinearity in this model.

Table 3: Correlations

	SEI	Magnitude	Strength	Generality
SEI				
Magnitude	.598			
Strength	.333	.202		
Generality	.117	.185	-.110	

Source: Survey data (2022)

Before identifying the model, it is necessary to identify whether there is a relationship between the dependent and independent variables. Pearson's correlation analysis was between the dependent and independent variables. Pearson's correlation analysis was conducted to measure the strength and the direction between the variables. Very high correlation (0.90 to 1.00), high correlation (0.70 to 0.89), moderate correlation (0.40 to 0.69), low correlation (0.20 to 0.39) and very low correlation (0.00 to 0.19). Here self-efficacy from the dimensions: magnitude, strength & generality.

According to the table 03, there is a positive correlation between SEI with magnitude which is presented as 0.598 which is indicate moderate correlation, also it represents positive correlation between SEI and strength by 0.333 which is low correlation, and generality also has a positive correlation with generality by about 0.117 which is low correlation. According table 3, which indicates that there is positive correlation between SEI with magnitude, strength and generality. Here according to the results of significant, magnitude, strength and generality are statistically significant, so there was statistically significant correlation with SEI.

According to the results of the Study of (Saraih, Ain, & Zin, 2018) [30] study's variables were subjected to a correlation analysis to determine the degree and direction of a linear relationship. Self-efficacy (r=.45, p.01) is moderately connected with entrepreneurial intent. The mean for self-efficacy is 3.22, which is moderate from the perspective of the predictor. As a result, it's correct to conclude that the participants in this study have a moderate level of self-efficacy. Another study stated that the correlation coefficient is 0.595, indicating that there is a relationship between entrepreneurial self-efficacy and entrepreneurial intention, with the

relationship being one-way because the correlation is positive. Individuals who have a high level of entrepreneurial self-efficacy also have a high level of entrepreneurial intentions. Furthermore, there is a real connection between the two (Jennifer & Ersa, 2019) [19]. So, this study incorporates with both (Saraih, Ain, & Zin, 2018) [30] and (Jennifer & Ersa, 2019) [20].

The researcher analyzes the impact on magnitude, strength and generality on SEI. Following table 4 represent the coefficient of the intercept and the effect of independent variable on dependent variable.

Table 4: Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.615	.388		4.161	.000
Magnitude	.678	.071	.632	9.553	.000
Strength	.195	.083	.193	2.341	.021
Generality	.221	.074	.225	2.149	.034

Source: Survey data (2022)

According to the above table fitted regression model for self-employment intention (SEI) is,

SEI=1.615+0.632Magnitude+0.193strength+0.225generality + ε

The results of multiple regression analysis those presented by table 04 and the regression model to predict to self-efficacy effect on self-employment intention. This fitted model explain that according to the collected data of sample. It represents that Self-employment (SEI) depend on the magnitude (Beta = 0.678 & p=0.000), strength (beta= 0.195 & p=0.021) and (beta = 0.221 & p=0.034). Accordingly, these three variables were also found significantly in affecting the Self-employment intention (SEI). Which means that the independent variable has a significant impact on SEI. When magnitude increase of a undergraduate by 1 % then his or her intention to be an entrepreneur will be increased by 0.632 %.as well as when strength of a person's increase by 1% then the SEI of that person increased by about 0.193% and when a generality of a person increase by 1% then the SEI of that person increased by about 0.225%. These results are supported to all the hypothesis that assumed to be deciding the effect on self-efficacy on self-employment intention.

According to the study of self-efficacy on entrepreneurial intention among engineering Students (Saraih, Ain, & Zin, 2018) [30], results showed that entrepreneurial intent is positively associated with self-efficacy (=.45, p. 01), according to the findings. As a result, self-efficacy appears to be strongly linked to entrepreneurial intent among engineering students at this institution. Also the study of self-efficacy and self-independence in promoting self-employment intention among university students study has identified that the p-value is 0.000 (p value is 0.05), self-efficacy strongly predicts self-employment intention. It predicts a relationship between self-efficacy with self-employment intention.

According to the results of the study, effects of self-efficacy on self-employment intention of recent graduates in Nigeria showed that Self-efficacy exhibits a significant variation in the dependent variable (p value is 05), according to the beta value under the standardized coefficients. The null hypothesis was

rejected because the results revealed that self-efficacy influenced the National Youth Service corps members of local government in Lagos state's inclination to work for themselves. There is a considerable beneficial influence of self-efficacy on the intention of national youth Corp members in local government, Lagos state, to work for themselves (Ojapinwa & Abimbola, 2020) [26]. Based on that the other researchers this study is cooperate with their findings.

Table 5: Hypothesis Test

Hypothesis	Description	P value	Results
H1	There is positive impact on magnitude on Self-employment intention	0.000	accepted
H2	There is a positive impact on strength on self-employment intention	0.037	accepted
H3	There is a positive impact on generality on self-employment intention	0.002	accepted

Source: Survey data (2022)

If the p-value is less than 0.05 significant level, the null hypothesis can be rejected. According to the table 06, it explained that hypothesis of this study, by considered the results researcher can accepted all these three hypotheses, they are accepted at 0.05 significant level.

Another study (Ramraini & Mimi, 2016) [29] findings show that, Hypothesis 1: Self-efficacy and self-employment intention have a significant relationship. Meanwhile, with a p-value of 0.000 (*p* value 0.05), self-efficacy strongly predicts self-employment intention. As a result, Hypothesis 1 is approved. Result of hypothesis testing of the study (Ojapinwa & Abimbola, 2020) [26] stated that hypothesis one, self-efficacy has a positive substantial impact on self-employment intentions of members of the State Youth Corp from Ojo local government in Lagos state. As a result, the alternative hypothesis is considered valid. So according to the findings of the other researchers, this research also corporate with these studies which given a valid discussion of this study.

6. Conclusion

The study is to explore self-efficacy and self-employment of undergraduates, here in this study researcher choose undergraduates of faculty of social sciences and languages of Sabaragamuwa University in Sri Lanka by using descriptive and regression methodology for the research. The main object was to find out how self-efficacy effect on self-employment intention of undergraduates. According to the study revealed that self-efficacy has positively affect toward the self-employment intention. Here to test the main objective, the study used three hypothesis and all these three-hypothesis accepted in this study. Which can be presented by the findings of this study as, hypothesis that tested in this study generated that the magnitude has positively affected on self-employment intention, and also strength and generality of a students also affected positively on self-employment intention of a student. This study succeeds detecting how self-efficacy effect on self-employment intention of undergraduates in Sabaragamuwa university.

Sri Lanka context there are lack of knowledge, researches, empirical evidences as well as experiences about how self-efficacy motivate to be self-employment among university students in Sri Lanka. So due to conduct this study it has revealed that the Sri Lankan university undergraduates' self-efficacy is positively and significantly affected to entrepreneurial intention. Due to the empirical finding of this study, it can be stated that the increasing student's self-efficacy level will leads them to become a self-employed on their own way according to the results of this study. According to Bandura (1982) [4], education serves as a preparatory function in relation to transferring knowledge and creating new ventures also the relevant skills that need to be increase the self-efficacy, which is the key to open a student's mind set to become a self-employed. Previous research indicated that students have high tendency to become an entrepreneur, (Indari & Kristiansen, 2003) [18], but in this study magnitude level is moderate and strength and generality low level. The results of this study consist with previous research (Mesfin & Shumet, 2018) [25] and (Sonnentag, 2017) [32] of who presented that self-efficacy impact positively on entrepreneurial intention. However finding of this study in consist with (Elfving, Brännback & Carsrud, 2009) [12] who argue that self-efficacy does not have significant direct effect towards entrepreneurial intention, Here this research has been conducted in foreign country, which can be different with Sri Lanka, because university students possess different type of personal characteristics, educational forms and different family backgrounds, also educational institutional have different culture and environments. Hence the findings of this study holds greater theoretical and empirical implication for the policy makers in to raising the self-efficacy on self-employment intention.

Therefore, self-efficacy will be predicting the effectiveness of the future entrepreneurs. Therefore by identifying undergraduates' strength as well as their weakness especially on the factors of magnitude, strength and generality towards entrepreneurial intention, it provided a clearer career path for these students, therefore, the institutions are able to identify from what angle they can increase the level of students' intention towards determining their own employment career. Here in this institution need to boost the elements' to be self-confidence to gain self-efficacy themselves, which helps to obtain specific actions to deal with certain situations as future entrepreneurs. For that recommend to the institution to introduced a subject to develop entrepreneurship skill development to the degree program of the social sciences and language faculty, as well as institution can develop entrepreneurship clubs under the faculty circle, which is beyond the scope of the study but it will be develop their experiences with greater opportunity that will develop their domain-specific skills.

Recommendations to the policy makers are too imperative in developing the self-employment and self-efficacy of graduate's students by building effective educational policies. Rather than not only forced on the syllabus, it should allocate periods to students to the programs which is build up their self-confidence to take forward a step to become an Entrepreneur, for that Policy makers can be able to collaborate foreign universities with Sabaragamuwa University and take part of agreement to improve undergraduates' opportunities and education on self-employment intention as well as self-efficacy. Government can invested on promoting small and medium enterprises as the country's economic engine, as this would facilities diversification, promote Entrepreneurship, and

increase employment opportunities, so this will lead more undergraduates to fulfill their intention toward to become self-employed.

In this study researcher has taken only 159 as sample. It is much lower to generalize the results of the study, so for further research it can be uses much sample than this study that represent the population, then it can be get much generalized results than this study. Here for this study it uses only three variables as independent variable for predict the impact to the self-implement intention. But there are many other variables that affect to the self-employment intention, so for the future study it suggest that use more independent variables to conduct the study, which can be use family characteristics, wealth and financial resources, so by using those variables future researchers can be conducted much successful study. In this study majority of the sample respondents are female, which is 74%, but in future study will take male and female equally to get more generalized results of this study.

7. References

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