

DAFTAR PUSTAKA

- Aaseer, S. T., & Subramani, P. (2014, April). Seven-star pharmacist concept by World Health Organization. *Journal of Young Pharmacists*, 6(2). 10.5530/jyp.2014.2.1
- Aaseer, S. T., & Subramani, P. (2015, Oct). The Nine-Star Pharmacist: An Overview. *Journal of Young Pharmacists*, 7(4), 281-284. 10.5530/jyp.2015.4.1
- ACCREDITATION COUNCIL FOR PHARMACY EDUCATION ACCREDITATION STANDARDS AND KEY ELEMENTS FOR THE PROFESSIONAL PROGRAM IN PHARMACY L. (2015, February 2). Accreditation Council for Pharmacy Education. Retrieved February 3, 2024, from <https://www.acpe-accredit.org/pdf/Standards2016FINAL.pdf>
- Ács, Z. J., Szerb, L., & Autio, E. (2013, Feb 28). Chapter 5: The role of entrepreneurship in economic development. *Global Entrepreneurship and Development Index 2013*, 53–71. <https://doi.org/10.4337/9781782540427.00010>
- Ács, Z. J., & Varga, A. (2005, April). Entrepreneurship, Agglomeration and Technological Change. *Small Business Economics*, 24, 323-334. <https://doi.org/10.1007/s11187-005-1998-4>
- Adeniyi, A. O., Gamede, V., & Derera, E. (2024). Individual entrepreneurial orientation for entrepreneurial readiness. *Humanit Soc Sci Commun*, 11(264). <https://doi.org/10.1057/s41599-024-02728-9>
- Ajzen, I. (1991). The Theory of Planned Behavior. *Organizational Behavior and Human Decision Processes*, 50(2), 179-211.
- Alawi, A. M. A., Kindi, K. A., Shukaili, A. A., & Ahmed, E. R. (2023, Sep 6). Entrepreneurial activities, innovation, and job creation: the role of demographics and creativity as moderators. *International Journal of Innovation Science*. ISSN: 1757-2223
- Alferaih, A. (2022, Nov). Starting a New Business? Assessing University Students' Intentions towards Digital Entrepreneurship in Saudi Arabia. *International Journal of Information Management Data Insights*, 2(2), Article number 100087. 10.1016/j.ijime.2022.100087
- Ali, A., Aima, A., Bhasin, J., & Hisrich, R. D. (2021, December). Measuring entrepreneurial orientation in developing economies: Scale Development and validation. *Jindal Journal of Business Research*, 10(2), 147-162. 10.1177/22786821211045178
- Aliasghar, O., Sadeghi, A., & Rose, E. L. (2020). process innovation in small- and medium-sized enterprises: the critical roles of external knowledge sourcing and absorptive capacity". *Journal of Small Business Management*, 61(4), 1-28. 10.1080/00472778.2020.1844491
- Al Mamun, A., Kumar, N., Ibrahim, M. D., & Yusoff, M. N. H. B. (2017). Validating the Measurement of Entrepreneurial Orientation. *Economics and Sociology*, 10(4), 51-56.

- Al-Momani, L., Haddad, S., Sharabati, A.-A. A., & Hashesh, M. A. (2023). The moderation role of entrepreneurial orientation on the influence of innovation on pharmaceutical SMEs' performance. *Journal of Open Innovation: Technology, Market, and Complexity*, 9(2), 100074. <https://doi.org/10.1016/j.joitmc.2023.100074>
- Al-Omoush, K. S., Simón-Moya, V., & Sendra-García, J. (2020). The impact of social capital and collaborative knowledge creation on e-business proactiveness and organizational agility in responding to the COVID-19 crisis. *Journal of Innovation & Knowledge*, 5(4), 279-288. <https://doi-org.ezproxy.ugm.ac.id/10.1016/j.jik.2020.10.002>
- Alvarez, S. A. (2007). Entrepreneurial rents and the theory of the firm. *Journal of Business Venturing*, 22(3), 427-442.
- Amore, M. D., Conti, A., & Pelucco, V. (2023). Micro venture capital. *Strategic Entrepreneurship Journal*, 17(4), 886-924. <https://doi.org/10.1002/sej.1478>
- Anderson, B. S., Kreiser, P. M., Kuratko, D. F., Hornsby, J. S., & Eshima, Y. (2015, Oct 01). Reconceptualizing entrepreneurial orientation. *Strategic Management Journal*, 36(10), 1579 - 1596. 10.1002/smj.2298
- Anwar, M., Clauss, T., & Issah, W. B. (2022). Entrepreneurial orientation and new venture performance in emerging markets: the mediating role of opportunity recognition. *Review of Managerial Science*, 16, 769-796. <https://doi.org/10.1007/s11846-021-00457-w>
- Apuke, O. D. (2017). Quantitative Research Methods A Synopsis Approach. *Arabian Journal of Business and Management Review*, 6(10), 40-47.
- Åstebro, T., & Tåg, J. (2017, Nov). Gross, net, and new job creation by entrepreneurs. *Journal of Business Venturing Insights*, 8, 64-70. 10.1016/j.jbvi.2017.06.001
- Astrini, N. J., Rakhmawati, T., Sumaedi, S., Bakti, I. G. M. Y., Yarmen, M., & Damayanti, S. (2020). Innovativeness, Proactiveness, and Risk-taking: Corporate Entrepreneurship of Indonesian SMEs. *IOP Conf. Series: Materials Science and Engineering*, 722. doi:10.1088/1757-899X/722/1/012037
- Avlonitis, G. J., & Salayou, H. E. (2007). Entrepreneurial Orientation Of SMEs, Product Innovativeness, And Performance. *Journal of Business Research*, 60(5), 566-575.
- Badan Pusat Statistik. (2023, January 27). *Hasil Long Form Sensus Penduduk 2020*. Badan Pusat Statistik. Retrieved January 9, 2024, from <https://www.bps.go.id/id/publication/2023/01/27/ffb5939b4393e5b1146a9b91/hasil-long-form-sensus-penduduk-2020.html>
- Badan Pusat Statistik. (2023, November 6). *Tingkat Pengangguran Terbuka (TPT) sebesar 5,32 persen dan Rata-rata upah buruh sebesar 3,18 juta rupiah per bulan*. Badan Pusat Statistik. Retrieved January 9, 2024, from <https://www.bps.go.id/id/pressrelease/2023/11/06/2002/tingkat-pengangguran-terbuka--tpt--sebesar-5-32-persen-dan-rata-rata-upah-buruh-sebesar-3-18-juta-rupiah-per-bulan.html>

- Bahaw, P., Baboolal, A., & Mack, A. J. (2024). Exposure to entrepreneurship education interventions reveal improvements to vocational entrepreneurial intent: a two-wave longitudinal study. *Discov Educ*, 3(145). <https://doi.org/10.1007/s44217-024-00241-4>
- Baron, R. A., Hmieleski, K. M., & Henry, R. A. (2012). Entrepreneurs' dispositional positive affect: The potential benefits — And potential costs — Of being “up. *Journal of Business Venturing*, 27(3), 310-324. [10.1016/j.jbusvent.2011.04.002](https://doi.org/10.1016/j.jbusvent.2011.04.002)
- Basco, R., Hernández-Perlines, F., & Rodríguez-García, M. (2020). The effect of entrepreneurial orientation on firm performance: A multigroup analysis comparing China, Mexico, and Spain. *Journal of Business Research*, 113, 409-421. <https://doi.org/10.1016/j.jbusres.2019.09.020>
- Basso, O., Fayolle, A., & Bouchard, V. (2009). Entrepreneurial orientation: themaking of a concept. *ENTREPRENEURSHIP AND INNOVATION*, 10(4), 313-321. <https://doi.org/10.5367/000000009790012327>
- Bland, J., & Altman, D. (1997). Statistics Notes: Cronbach's Alpha. *BMJ*, 314, 572. <http://dx.doi.org/10.1136/bmj.314.7080.572>
- Bolton, D. L., & Lane, M. D. (2012). Individual entrepreneurial orientation: development of a measurement instrument. *Education + Training*, 54(2/3), 219-233. <https://doi-org.ezproxy.ugm.ac.id/10.1108/00400911211210314>
- Bosma, N., & Kelley, D. (2018). *Global Entrepreneurship Monitor*. Global Entrepreneurship Monitor. Retrieved February 22, 2024, from <https://www.gemconsortium.org/file/open?fileId=50213>
- Boso, N., Story, V. M., & Cadogan, J. W. (2013). Entrepreneurial orientation, market orientation, network ties, and performance: Study of entrepreneurial firms in a developing economy. *Journal of Business Venturing*, 28(6), 708-727. [10.1016/j.jbusvent.2013.04.001](https://doi.org/10.1016/j.jbusvent.2013.04.001)
- Brokaw, T. (2015, September 3). *The Whys and Hows of Generations Research*. Pew Research Center. Retrieved February 15, 2024, from <https://www.pewresearch.org/politics/2015/09/03/the-whys-and-hows-of-generations-research/>
- Cahyadi, F. (2023). The effects of entrepreneurial role model, entrepreneurial education, and individual entrepreneurial orientation dimensions on entrepreneurial intention among the students of a faculty of economics and business in jakarta. *ijaeb*, 1(2), 112-122. <https://doi.org/10.24912/ijaeb.v1i2.112-122>
- Caliendo, M., Fossen, F. M., & Kritikos, A. S. (2009). Risk attitudes of nascent entrepreneurs – new evidence from an experimentally validated survey. *Small Business Economics*, 32(2), 153-167.
- Content, J., Bosma, N., Jordaan, J., & Sanders, M. (2019, Nov 25). Entrepreneurial ecosystems, entrepreneurial activity and economic growth: new evidence from European regions. *Regional Studies*, 54(8), 1007-1019. [10.1080/00343404.2019.1680827](https://doi.org/10.1080/00343404.2019.1680827)
- Corrêa, V., Queiroz, M., & Shigaki, H. (2021). Social capital and individual entrepreneurial orientation: innovativeness, proactivity, and risk-taking in

- an emerging economy. *Benchmarking an International Journal*, 28(7), 2280-2298. <https://doi.org/10.1108/bij-11-2020-0602>
- Covin, J. G., Rigtering, J. P. C., Hughes, M., Kraus, S., Cheng, C.-F., & Bouncken, R. B. (2020). Individual and team entrepreneurial orientation: Scale development and configurations for success. *Journal of Business Research*, 112, 1-12. <https://doi-org.ezproxy.ugm.ac.id/10.1016/j.jbusres.2020.02.023>
- Covin, J. G., & Slevin, D. P. (1989). Strategic management of small firms in hostile and benign environments. *Strategic Management Journal*, 10(1), 75-87.
- Creswell, J. (2003). *Research Design: Qualitative, Quantitative and Mixed Methods Approach 3rd Edition*. Sage Publication: California.
- Dada, O., Watson, A., & Kirby, D. (2015). Entrepreneurial tendencies in franchising: evidence from the UK. *Journal of Small Business and Enterprise Development*, 22(1), 82-98. <https://doi-org.ezproxy.ugm.ac.id/10.1108/JSBED-11-2011-0021>
- Davis, J. A., Marino, L. D., & Vecchiarini, M. (2013). Exploring the relationship between nursing home financial performance and management entrepreneurial attributes. *Advances in Health Care Management*, 14(Article number 17093860), 147-165. 10.1108/S1474-8231(2013)00000140011
- Decker, R., Haltiwanger, J., Jarmin, R., & Miranda, J. (2014, Jun 01). The Role of Entrepreneurship in US Job Creation and Economic Dynamism. *Journal of Economic Perspectives*, 28(3), 3-24. 10.1257/jep.28.3.3
- Dessyana, A., & Riyanti, B. P.D. (2017). The Influence of Innovation and Entrepreneurial Self-Efficacy to Digital Startup Success. *International Research Journal of Business Studies*, 10(1), 57-68.
- Dewi, R. K., & Nugroho, R. S. (2022, October 27). *3 Orang Terkaya di Indonesia dari Industri Farmasi dan Kekayaannya Halaman all*. Kompas.com. Retrieved January 7, 2024, from <https://www.kompas.com/tren/read/2022/10/27/063000265/3-orang-terkaya-di-indonesia-dari-industri-farmasi-dan-kekayaannya?page=all>
- Dimock, M. (2019, January 17). *Defining generations: Where Millennials end and Generation Z begins*. Pew Research Center. Retrieved February 16, 2024, from <https://www.pewresearch.org/short-reads/2019/01/17/where-millennials-end-and-generation-z-begins/>
- Dinesh, K. K., & Sushil. (2022). An empirical evaluation of entrepreneurial orientation in the context of innovation in new ventures. *J. International Business and Entrepreneurship Development*, 14(1), 3-20. 10.1504/JIBED.2022.124242
- Donbesuur, F., Boso, N., & Hultman, M. (2020). The effect of entrepreneurial orientation on new venture performance: Contingency roles of entrepreneurial actions. *Journal of Business Research*, 118, 150-161. <https://doi.org/10.1016/j.jbusres.2020.06.042>

- Drnevich, P. L., & West, J. (2023). Performance implications of technological uncertainty, age, and size for small businesses. *Journal of Small Business Management*, 61(4), 1806 - 1841. [10.1080/00472778.2020.1867733](https://doi.org/10.1080/00472778.2020.1867733)
- Efrata, T. C., Radianto, W. E. D., & Effendy, J. A. (2021). THE DYNAMICS OF INDIVIDUAL ENTREPRENEURIAL ORIENTATION IN THE RELATIONSHIP BETWEEN ENTREPRENEURSHIP EDUCATION AND ENTREPRENEURIAL INTENTION. *JAM : Jurnal Aplikasi Manajemen*, 19(3). <http://dx.doi.org/10.21776/ub.jam.2021.019.03.20>
- Ejdys, J. (2016). Entrepreneurial Orientation vs. Innovativeness of Small and Medium Size Enterprises. *Journal of Engineering, Project, and Production Management*, 6(1), 13-24. <https://doi.org/10.32738/jeppm.201601.0003>
- Elango, B., Hunter, G. L., & Winchell, M. (2007). Barriers to nurse entrepreneurship: A study of the process model of entrepreneurship. *Journal of the American Academy of Nurse Practitioners*, 19(4), 198-204. [10.1111/j.1745-7599.2007.00215.x](https://doi.org/10.1111/j.1745-7599.2007.00215.x)
- Elken, I. (2017). Relationship Between Generations of Entrepreneurs and Relationship Between Generations of Entrepreneurs and Entrepreneurial Traits Entrepreneurial Traits. *Theses & Dissertations.*, 36.
- Erken, H., Donselaar, P., & Thurik, R. (2016, Sep 28). Total factor productivity and the role of entrepreneurship. *The Journal of Technology Transfer*, 43, 1493-1521. <https://doi.org/10.1007/s10961-016-9504-5>
- Fadli, F., Muchtar, Y. C., & Qamariah, I. (2019). E-Marketplace Acceptance and Use by Millennials for Business Start-Up. *Proceedings of the 2019 International Conference on Organizational Innovation (ICOI 2019)*. <https://doi.org/10.2991/icoi-19.2019.27>
- Falih, A. A. A. (2020). A Comparative Analysis of Start-Up Entrepreneurship Support between the UK and Kingdom of Saudi Arabia. *Journal of Entrepreneurship and Business Innovation*, 7(2), 1. <https://doi.org/10.5296/jebi.v7i2.17511>
- Ferreira, F. A.F., Jalali, M. S., Bento, P., Marques, C. S. E., & Ferreira, J. J. M. (2016). Enhancing individual entrepreneurial orientation measurement using a metacognitive decision making-based framework. *International Entrepreneurship and Management Journal*, 13, 327-346. <https://doi.org/10.1007/s11365-016-0388-5>
- Ferrier, W. J., Smith, K. G., & Grimm, C. M. (2017). The role of competitive action in market share erosion and industry dethronement: A study of industry leaders and challengers. *Acad. Manag. J.*, 42, 372-388.
- Forlani, D., & Mullins, J. W. (2000). Perceived risks and choices in entrepreneurs' new venture decisions. *Journal of Business Venturing*, 15(4), 305-322.
- Frenzel, J. E. (2020). Exploration of the entrepreneurial orientation and trait emotional intelligence in practicing pharmacists. *Journal of the American Pharmacists Association*, 60(5), 723-728. <https://doi.org/10.1016/j.japh.2020.01.022>
- Frunzaru, V., & Cismaru, D. M. (2021). The impact of individual entrepreneurial orientation and education on generation Z's intention towards

- entrepreneurship. *Kybernetes*, 50(7), 1969-1981.
<https://doi.org/10.1108/K-05-2018-0272>
- Galindo-Martín, M.-A., Méndez-Picazo, M.-T., & Castaño-Martínez, M.-S. (2019, Dec 11). The role of innovation and institutions in entrepreneurship and economic growth in two groups of countries. *International Journal of Entrepreneurial Behavior & Research*. ISSN: 1355-2554
- Gao, Y., Ge, B., Lang, X., & Xu, X. (2018). Impacts of proactive orientation and entrepreneurial strategy on entrepreneurial performance: An empirical research. *Technological Forecasting and Social Change*, 135, 178-187.
<https://doi-org.ezproxy.ugm.ac.id/10.1016/j.techfore.2017.11.019>
- García, G. M., & Calvo, J. C. A. (2020). Entrepreneurial Orientation: Its Relationship with the Entrepreneur's Subjective Success in SMEs. *Sustainability*, 12(11), 4547. <https://doi.org/10.3390/su12114547>
- Gartner, W. B. (1985). A Conceptual Framework For Describing The Phenomenon Of New Venture Creation. *Academy of Management Review*, 10(4), 694-706.
- Gatewood, E. J., Shaver, K. G., & Gartner, W. B. (1995). A Longitudinal Study of Cognitive Factors Influencing Start Up Behaviors and Success at Venture Creation. *Journal of Business Venturing*, 10, 371-391.
- GEM (Global Entrepreneurship Monitor). (2023). Global Entrepreneurship Monitor 2022/2023 Global Report: Adapting to a "New Normal". <https://www.gemconsortium.org/reports/latest-global-report>
- Greene, F. J., & Hopp, C. (2017). Research: Writing a Business Plan Makes Your Startup More Likely to Succeed. *Harvard Business Review*.
<https://hbsp.harvard.edu/product/H03S7G-PDF-ENG>
- Gunawan, T., Jacob, J., & Duysters, G. (2015, Jan 06). Network ties and entrepreneurial orientation: Innovative performance of SMEs in a developing country. *International Entrepreneurship and Management Journal*, 12, 575-599.
<https://doi-org.ezproxy.ugm.ac.id/10.1007/s11365-014-0355-y>
- Hamdi, M. (2020). PERAN MEDIASI ORIENTASI KEWIRAUSAHAAN INDIVIDU DAN SIKAP TERHADAP BERBAGI PENGETAHUAN PADA PENGARUH RELIGIOSITAS TERHADAP PENCIPTAAN USAHA BARU. *Disertasi*.
<https://etd.repository.ugm.ac.id/penelitian/detail/193909>
- Hameed, K., Arshed, N., Grant, K. A., Munir, M., & Aziz, O. (2022, Mar 28). Forces of Dynamic Capability and Incidence of Entrepreneurship: A Macroeconomic Policy Intervention Approach. *Journal of the Knowledge Economy*, 14, 3573-3597.
<https://doi-org.ezproxy.ugm.ac.id/10.1007/s13132-022-00905-2>
- Hechavarria, D. M., & Reynolds, P. D. (2009). Cultural norms & business start-ups: The impact of national values on opportunity and necessity entrepreneurs. *International Entrepreneurship and Management Journal*, 5(4), 417-437. 10.1007/s11365-009-0115-6
- Henry, C., & Treanor, L. (2013, May). Where to now? New directions in supporting new venture creation. *Journal of Small Business and Enterprise*

- Development*, 20(2), 249-257.
<https://doi-org.ezproxy.ugm.ac.id/10.1108/14626001311326824>
- Herlinawati, E., Suryana, Ahman, E., & Machmud, A. (2019, October). The effect of entrepreneurial orientation on smes business performance in Indonesia. *Journal of Entrepreneurship Education*, 22(5). ISSN : 10988394
- Hessels, J., & Stel, A. v. (2009, Oct 23). Entrepreneurship, export orientation, and economic growth. *Small Business Economics*, 37, 255-268.
<https://doi.org/10.1007/s11187-009-9233-3>
- Hindrawati, G., Dhewanto, W., & Dellyana, D. (2023). Does Innovative Millennial Entrepreneurship have a role in fostering cyber learning on business performance? A perspective of entrepreneurial agility. *The International Journal of Entrepreneurship and Innovation*, 24(4), 219-232.
<https://doi.org/10.1177/14657503211066011>
- Hughes, M., & Morgan, R. E. (2007). Deconstructing The Relationship Between Entrepreneurial Orientation And Business Performance At The Embryonic Stage Of Firm Growth. *Industrial Marketing Management*, 36(5), 651-661.
- Inegbenebor, A. (2007). Pharmacists as Entrepreneurs or Employees: The Role of Locus of Control. *Tropical Journal of Pharmaceutical Research*, 6(3).
<https://doi.org/10.4314/TJPR.V6I3.14655>
- International Pharmaceutical Federation - FIP. (2017, Sep). Pharmacy at a glance -- 2015-2017. <https://www.fip.org/file/1348>
- Isichei, E. E., Agbaeze, K. E., & Odiba, M. O. (2020). Entrepreneurial orientation and performance in SMEs: the mediating role of structural infrastructure capability. *International Journal of Emerging Markets*, 15(6), 1219-1241.
<https://doi.org/10.1108/IJOEM-08-2019-0671>
- Jackson, S. (2009). *Research Methods and Statistics: A Critical Thinking Approach* (3rd ed.). Cengage Learning.
- Jimoh, N., Umar, S., Mohammed, Z., & Karwai, S. A. (2021). Moderating Effect of Entrepreneurial Education on The Relationship Between Individual Entrepreneurial Orientation and Entrepreneurial Intention in Kaduna State University. *International Journal of Intellectual Discourse*, 4(3), 101-114.
- Kara, O., Altinay, L., Bağış, M., Kurutkan, M. N., & Vatankhah, S. (2023). Institutions and macroeconomic indicators: entrepreneurial activities across the world. *Management Decision*. 10.1108/MD-04-2023-0490
- Kementerian Ketenagakerjaan. (2023, November 17). *Portal Data Ketenagakerjaan RI*. Satudata Kemnaker | Portal Data Ketenagakerjaan RI. Retrieved January 9, 2024, from <https://satudata.kemnaker.go.id/infografik/56>
- Kementerian Perindustrian. (2021). Membangun Kemandirian Industri Farmasi Nasional. *Buku Analisis Pembangunan Industri - Edisi II 2021*. <https://kemenperin.go.id/download/26388/Buku-Analisis-Industri-Farmasi-2021>
- Kim, J., Terlaak, A., & Yu, N. (2023). A Carnegie perspective on intermittent risk taking in entrepreneurship. *Frontier in Psychology*, 14.
<https://doi.org/10.3389/fpsyg.2023.1167243>

- Koe, W. L. (2016). The Relationship Between Individual Entrepreneurial Orientation (IEO) and Entrepreneurial Intention. *Journal of Global Entrepreneurship Research*, 6(13), 1-11.
- Koe, W.-L. (2016). The relationship between individual entrepreneurial orientation (ieo) and entrepreneurial intention. *Journal of Global Entrepreneurship Research*, 6(1). <https://doi.org/10.1186/s40497-016-0057-8>
- Koelewijn, W. T., Ehrenhard, M. L., Groen, A. J., & van Harten, W. H. (2012). Intra-organizational dynamics as drivers of entrepreneurship among physicians and managers in hospitals of western countries. *Social Science & Medicine*, 75(5), 795-800. <https://doi-org.ezproxy.ugm.ac.id/10.1016/j.socscimed.2012.03.055>
- Kraus, S., Rigtering, J. P. C., Hughes, M., & Hosman, V. (2012). Entrepreneurial orientation and the business performance of SMEs: a quantitative study from the Netherlands. *Review of Managerial Science*, 6, 161-182. <https://doi.org/10.1007/s11846-011-0062-9>
- Kreiser, P. M., Marino, L. D., Kuratko, D. F., & Weaver, K. M. (2012). Disaggregating entrepreneurial orientation: the non-linear impact of innovativeness, proactiveness and risk-taking on SME performance. *Small Business Economics*, 40, 273-291. <https://doi-org.ezproxy.ugm.ac.id/10.1007/s11187-012-9460-x>
- Kupperschmidt, B. R. (2000). Multi-Generation Employees: Strategies for Effective Management. *The Health Care Manager*, 19, 65-76. <https://doi.org/10.1097/00126450-200019010-00011>
- Kuratko, D. F., & Morris, M. H. (2018, Jan). Corporate Entrepreneurship: A Critical Challenge for Educators and Researchers. *Entrepreneurship Education and Pedagogy*, 1(1), 42-60. 10.1177/2515127417737291
- Kurtulmuş, B. E., & Warner, B. (2015). Entrepreneurial Orientation and Perceived Financial Performance. Does Environment Always Moderate EO Performance Relation. *Procedia - Social and Behavioral Sciences*, 207, 739-748. <https://doi.org/10.1016/j.sbspro.2015.10.151>
- Kurtulmuş, B. E., & Warner, B. (2015, Oct 20). Entrepreneurial Orientation and Perceived Financial Performance. Does Environment Always Moderate EO Performance Relation. *Procedia - Social and Behavioral Sciences*, 207(20), 739-748. <https://doi.org/10.1016/j.sbspro.2015.10.151>
- Laverty, G., Hanna, L.-A., Haughey, S., & Hughes, C. (2015). Developing Entrepreneurial Skills in Pharmacy Students. *American Journal of Pharmaceutical Education*, 79(7), Article 106. <https://doi.org/10.5688/ajpe797106>
- Lee, S. H., & Wong, P. K. (2004). An exploratory study of technopreneurial intentions: A career anchor perspective. *Journal of Business Venturing*, 19(1), 7-28. 10.1016/S0883-9026(02)00112-X
- Lee, S. S. (2023, June). Entrepreneurship for all? The rise of a global “entrepreneurship for development” agenda, 1950–2021. *World Development*, 166, 106226. <https://doi-org.ezproxy.ugm.ac.id/10.1016/j.worlddev.2023.106226>

- Liu, S. (2024). Attitude towards entrepreneurship, individual entrepreneurship orientation and entrepreneurial self-efficacy among start-ups in china: basis for entrepreneurial competency framework. *International Journal of Research Studies in Management*, 12(4). <https://doi.org/10.5861/ijrsm.2024.1031>
- Lopes, J. M., Oliveira, M., Oliveira, J., Sousa, M., Santos, T., & Gomes, S. (2021, Nov 29). Determinants of the Entrepreneurial Influence on Academic Entrepreneurship—Lessons Learned from Higher Education Students in Portugal. *Education Sciences*, 11(12), 771. <https://doi.org/10.3390/educsci11120771>
- Lotz, H., & Merwe, S. (2013). An investigation of the influence of entrepreneurial orientation on the perceived success of agribusinesses in south africa. *South African Journal of Business Management*, 44(1), 15-32. <https://doi.org/10.4102/sajbm.v44i1.145>
- Low, S. A., & Isserman, A. M. (2015). Where Are the Innovative Entrepreneurs? Identifying Innovative Industries and Measuring Innovative Entrepreneurship. *International Regional Science Review*, 38(2), 171-201. <https://doi-org.ezproxy.ugm.ac.id/10.1177/0160017613484926>
- Lubis, B., & Mulyaningsih, S. (2019). KETERKAITAN BONUS DEMOGRAFI DENGAN TEORI GENERASI. *JURNALREGISTRATIE*, 1(1), 21-36.
- Lukeš, M., Longo, M. C., & Zouhar, J. (2019, April - May). Do business incubators really enhance entrepreneurial growth? Evidence from a large sample of innovative Italian start-ups. *Technovation*, 82-83, 25-34. <https://doi.org/10.1016/j.technovation.2018.07.008>
- Lumpkin, G. T., & Dess, G. G. (1996). Clarifying the entrepreneurial orientation construct and linking it to performance. *Academy of Management Review*, 21, 135-172. 10.5465/AMR.1996.9602161568
- Lumpkin, G. T., & Dess, G. G. (2001). Linking two dimensions of entrepreneurial orientation to firm performance: The moderating role of environment and industry life cycle. *Journal of Business Venturing*, 16, 429–451.
- Lumpkin, G. T., & Pidduck, R. J. (2021). Global Entrepreneurial Orientation (GEO): An Updated, Multidimensional View of EO. *Entrepreneurial Orientation: Epistemological, Theoretical, and Empirical Perspectives*, 22. ISBN: 978-1-83867-572-1
- Lyons, S. (2004). An exploration of generational values in life and at work. *Thesis*, 441. DOI: <https://doi.org/10.22215/etd/2004-05791>
- Ma, T., & Yang, S. (2022). Impact of entrepreneurial orientation on the performance of newventuresinChina:theroles of entrepreneurial bricolage and opportunity recognition. *Chinese Management Studies*, 16(4), 924-941. DOI 10.1108/CMS-11-2020-0478
- Malfense Fierro, A. C., Noble, D., Hatem, O., & Balunywa, W. (2018, Oct 02). African portfolio entrepreneurship and the creation of jobs. *Journal of Small Business and Enterprise Development*, 25(5), 730 - 751. 10.1108/JSBED-02-2017-0074

- Markee, M., & Sebelski, C. (2022). Preparing for the Future: A Practice-Based Approach for Entrepreneurship Education in Health Professions. *Journal of Allied Health*, 51(3), 172-179. ISSN : 00907421
- Mason, M. C., Floreani, J., Miani, S., Beltrame, F., & Cappelletto, R. (2015). Understanding the Impact of Entrepreneurial Orientation on Smes' Performance. the Role of the Financing Structure. *Procedia Economics and Finance*, 23, 1649-1661. [https://doi.org/10.1016/S2212-5671\(15\)00470-0](https://doi.org/10.1016/S2212-5671(15)00470-0)
- Mattingly, T. J., Mullins, C. D., Melendez, D. R., Boyden, K., & Eddington, N. D. (2019, April 01). A systematic review of Entrepreneurship in Pharmacy Practice and Education. *American Journal of Pharmaceutical Education*, 83(3), 7233. Elsevier Inc. <https://doi.org/10.5688/ajpe7233>
- Miller, D. (2011, Sep). Miller (1983) revisited: A reflection on EO research and some suggestions for the future. *Entrepreneurship: Theory and Practice*, 35(5), 873 - 894. 10.1111/j.1540-6520.2011.00457.x
- Mitan, A., Alina, M., & Vitelar, A. (2012). Generation Y: Views on Entrepreneurship. *Economia*.
- Mohammad, I. N., Massie, J. D. D., & Tumewu, F. J. (2019, Januari). PENGARUH ORIENTASI KEWIRAUSAHAAN DAN KEMAMPUAN INOVASI TERHADAP KINERJA PERUSAHAAN DI USAHA KECIL DAN MENENGAH. *Jurnal EMBA*, 7(1), 1-10. ISSN 2303-1174
- Monalisa, M., Payangan, O., Alam, S., & Pono, M. (2023). The effect of entrepreneurial orientation on company performance. *Proceedings of the 7th International Conference on Accounting, Management and Economics (ICAME-7 2022)*, 281-284. https://doi.org/10.2991/978-94-6463-146-3_29
- Morris, M. H., Kuratko, D. F., & Covin, J. G. (2010). *Corporate Entrepreneurship & Innovation*. Cengage Learning.
- Mutlutürk, M., & Mardikyan, S. (2018). Analysing Factors Affecting the Individual Entrepreneurial Orientation of University Students. *Journal of Entrepreneurship Education*, 21(1S). ISSN: 1528-2651
- Na-Allah, S. R., & Ahmad, N. H. (2022). Entrepreneurial Orientation and Venture Creation in Nigerian Context: Assessing Mediating and Moderating Roles of Self-Efficacy and Entrepreneurial Support among Graduates. *Sustainability*, 14(4904). <https://doi.org/10.3390/su14094904>
- Nabi, G., Liñán, F., Fayolle, A., Krueger, N., & Walmsley, A. (2012, Jun 01). The impact of entrepreneurship education in Higher Education: A systematic review and Research Agenda. *Academy of Management Learning and Education*, 16(2), 277 - 299. Scopus. 10.5465/amle.2015.0026
- Neck, H. M., & Greene, P. G. (2011, January). Entrepreneurship education: Known worlds and new frontiers. *Journal of Small Business Management*, 49(1), 55-70. Scopus. 10.1111/j.1540-627X.2010.00314.x
- Neuman, W. L. (2014). *Social Research Methods: Qualitative and Quantitative Approaches* (7th ed.). Pearson.
- Ngo, Q.-H. (2023). The Impact of Entrepreneurial Orientation on SMEs' Performance in a Transitional Economy: The Mediating Role of

- Differentiation Advantages and Innovation Capability. *SAGE Open*, 13(4). 10.1177/21582440231203035
- Nguyen, T. T. Q., Tran, G. N., & Trung, N. T. (2023). Social Capital and Digital Transformation of Startups in Vietnam During the Covid-19 Pandemic: The Mediating Role of Human Capital and Access to Resources. *Management Systems in Production Engineering*, 31(1), 33-42. <https://doi.org/10.2478/mspe-2023-0005>
- Nili, M., Shaikh, N. F., Dwibedi, N., & Madhavan, S. S. (2021). Association of Entrepreneurial Traits With Interest in Becoming a Pharmacist Provider Among Student Pharmacists. *Journal of Pharmacy Practice*, 34(4), 547-552. 10.1177/0897190019882874
- Nurcaya, I. N., Rahyuda, I. K., Giantari, G. A. K., & Ekawati, N. W. (2024, Winter). Business performance concept development apparel industry MSMEs in Bali. *Uncertain Supply Chain Management*, 12(1), 315-322. 10.5267/j.uscm.2023.9.019
- Nurhafidhah, N. (2021). Eksplorasi Orientasi Kewirausahaan Individu dan Penciptaan Usaha Baru Mahasiswa dan Alumni MM FEB UGM Studi pada Mahasiswa Konsentrasi Kewirausahaan. *Tesis*. <https://etd.repository.ugm.ac.id/penelitian/detail/206160>
- Ordeñana, X., Vera-Gilces, P., Zambrano-Vera, J., & Jiménez, A. (2024, January). The effect of high-growth and innovative entrepreneurship on economic growth. *Journal of Business Research*, 171(Article number 114243). 10.1016/j.jbusres.2023.114243
- Patwary, A. K., Mohamed, A. E., Mohamed, M., & Sadekin, M. N. (2023). The linkage between entrepreneurial orientation, self-efficacy, and financial performance of tourism entrepreneurs in Langkawi Island, Malaysia. *International Journal of Trade and Global Markets*, 16(1-3), 193-216. 10.1504/ijtgm.2022.128110
- Payerchin, R. (2022, May 24). *Across globe, 6.4 million physicians needed in 132 countries facing shortages*. Medical Economics. Retrieved January 6, 2024, from <https://www.medicaleconomics.com/view/across-globe-6-4-million-physicians-needed-in-132-countries-facing-shortages>
- Perez, C. (2002). *Technological Revolutions and Financial Capital: The Dynamics of Bubbles and Golden Ages*. Edward Elgar.
- Pérez-Luño, A., Wiklund, J., & Cabrera, R. V. (2010, Mei 7). The dual nature of innovative activity: How entrepreneurial orientation influences innovation generation and adoption. *Journal of Business Venturing*, 26(5), 555-571. <https://doi.org/10.1016/j.jbusvent.2010.03.001>
- Porter, M. E. (1990). *The Competitive Advantage of Nations*. Macmillan.
- Prince, S., Chapman, S., & Cassey, P. (2021). The definition of entrepreneurship: is it less complex than we think? *International Journal of Entrepreneurial Behaviour and Research*, 27(9), 26-47. 10.1108/IJEER-11-2019-0634
- Rabbi, F., Bature, S. W., Omari, M. A. A., & Jermisittiparsert, K. (2019). The Mediating Effect of University Role in Determining the Relationship between Entrepreneurial Orientation, Entrepreneurial Perception and New

- Venture Creation: A Thai Case Study. *International Journal of Innovation, Creativity and Change*, 6(10), 278-298.
<https://www.researchgate.net/publication/336671856>
- Rauch, A., Wiklund, J., Lumpkin, G. T., & Frese, M. (2009). Entrepreneurial orientation and business performance: An assessment of past research and suggestions for the future. *Entrepreneurship: Theory and Practice*, 33(3), 761-787. 10.1111/j.1540-6520.2009.00308.x
- Rinandy, J. S. (2023). EKSPLORASI ORIENTASI KEWIRAUSAHAAN DAN PENGARUHNYA PADA PENCIPTAAN USAHA BARU: STUDI PADA GENERASI MILENIAL ETNIS TIONGHOA DI INDONESIA. *Tesis*.
<https://etd.repository.ugm.ac.id/penelitian/detail/224576>
- Robelo, S., Marques, C. S., & Santos, G. (2022). The Influence of Cognitive Styles as Promoters of Entrepreneurial Orientation and Intrapreneurship as Drivers of Innovation: The Case of Pharmacy Professionals in Portugal. *Sustainability*, 14(1), 368. doi: <https://doi.org/10.3390/su14010368>
- Rosa, M. C. W., Sukoharsono, E. G., & Saraswati, E. (2019). The Role of Venture Capital on Start-up Business Development in Indonesia. *Journal of Accounting and Investment*, 20(1), 55-74.
- Santika, E. F. (2023, March 25). *Ini Jumlah Tenaga Kesehatan di Indonesia pada 2022, Terbanyak dari Perawat*. Databoks. Retrieved January 6, 2024, from <https://databoks.katadata.co.id/datapublish/2023/03/25/ini-jumlah-tenaga-kesehatan-di-indonesia-pada-2022-terbanyak-dari-perawat>
- Santos, G., Marques, C. S., & Ferreira, J. J.M. (2020). Passion and perseverance as two new dimensions of an Individual Entrepreneurial Orientation scale. *Journal of Business Research*, 112, 190-199.
<https://doi-org.ezproxy.ugm.ac.id/10.1016/j.jbusres.2020.03.016>
- Santoso, S. (2021). IMPACT OF KNOWLEDGE MANAGEMENT ON BUSINESS PERFORMANCE IMPROVEMENT: A STUDY ON BATIK BUSINESS. *Strategic Management Business Journal*, 1(01), 42-57.
<https://doi.org/10.55751/smbj.v1i01.6>
- Scahill, S. L., Tracey, M. S., Sayers, J. G., & Warren, L. (2018). Being healthcare provider and retailer: perceiving and managing tensions in community pharmacy. *Journal of Pharmacy Practice and Research*, 48(3), 251-261. 10.1002/jppr.1410
- Schindler, P. S. (2022). *Business Research Methods* (14th ed.). McGraw-Hill Education.
- Schumpeter, J. A. (1912). *The Theory of Economic Development*. Leipzig: Duncker and Humblot.
- Schumpeter, J. A. (1934). *The Theory of Economic Development*. London: Oxford University Press.
- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business A Skill-Building Approach 7th Edition*. UK: John Wiley & Sons.
- Shafi, M., Sarker, M. N. I., & Junrong, L. (2019, Dec 31). Social Network of Small Creative Firms and Its Effects on Innovation in Developing Countries. *SAGE open*, 9(4).
<https://doi-org.ezproxy.ugm.ac.id/10.1177/2158244019898248>

- Shaikh, N. F., Nili, M., Dwibedi, N., & Madhavan, S. S. (2020). Initial Validation of an Instrument for Measuring Entrepreneurial and Intrapreneurial Intentions in Student Pharmacists. *American Journal of Pharmaceutical Education*, 84(7), ajpe7624. <https://doi-org.ezproxy.ugm.ac.id/10.5688/ajpe7624>
- Singh, B., Singh, R. K., & Singh, P. (2023). Benchmarking Performance Of New venture travel intermediaries: role of firm value and customer perceived value. *Benchmarking: An International Journal*, 30(8), 2509-2531. DOI 10.1108/BIJ-02-2022-0099
- Sisilia, K., & Sabiq, N. (2018). Analysis of Individual Entrepreneurial Orientation and Self-Esteem Toward Entrepreneurial Intention. *Advances in Economics, Business and Management Research*, 92, 628-635.
- Smith, B., & Jambulingam, T. (2018). Entrepreneurial orientation Its importance and performance as a driver of customer orientation and company effectiveness among retail pharmacies. *International Journal of Pharmaceutical and Healthcare Marketing*, 12(2), 158-180. DOI 10.1108/IJPHM-07-2017-0038
- Sohn, K. (2016). The risk preferences of entrepreneurs in indonesia. *Bulletin of Economic Research*, 69(3), 271-287. <https://doi.org/10.1111/boer.12088>
- Song, W., Ma, X., & Yu, H. (2019). Entrepreneurial Orientation, Interaction Orientation, and Innovation Performance: A Model of Moderated Mediation. *SAGE Open*, 9(4). <https://doi.org/10.1177/2158244019885143>
- Stauffer, D. (2016). Personal Innovativeness As A Predictor of Entrepreneurial Value Creation. *International Journal of Innovation Science*, 8(1), 4-26.
- Stouraitis, V., Harun, M. H. M., & Kyritsis, M. (2022). Exploring individual entrepreneurial orientation through education in emerging market conditions: the case of Malaysia and Thailand. *International Journal of Entrepreneurship and Small Business*, 45(4), 489-517. <https://doi.org/10.1504/IJESB.2022.122659>
- Strauss, W., & Howe, N. (1991). *Generations: The History of America's Future, 1584 to 2069*. HarperCollins.
- Suartha, N., & Suprapti, N. W. S. (2016). Entrepreneurship for Students: The Relationship between Individual Entrepreneurial Orientation and Entrepreneurial Intention. *European Journal of Business and Management*, 8(11), 45-52. ISSN 2222-2839
- Sujati, H., Sajidan, Akhyar, M., & Gunarhadi. (2020). Testing the Construct Validity and Reliability of Curiosity Scale Using Confirmatory Factor Analysis. *Journal of Educational and Social Research*, 10(4), 229-237.
- Sun, W., Hou, X., Liang, L., & Bi, X. (2023). Many roads lead to Rome:How Improvisation and absorptive capacity affect entrepreneurial orientation and new venture performance relationship. *PLOS ONE*, 18(3), e0281456. <https://doi.org/10.1371/journal.pone.0281456>
- Sundjoto, Destari, F., & Harjanti, W. (2018). Competitive advantages through entrepreneurship orientation and innovation in creative batik industry in Jember district. *Harjanti, W. Journal of Applied Economic Sciences*, 13(1), 190-195. ISSN : 18436110

- Taber, K. S. (2018). The Use of Cronbach's Alpha When Developing and Reporting Research Instruments in Science Education. *Research in Science Education*, 48, 1273-1296. <https://doi.org/10.1007/s11165-016-9602-2>
- Tice, B. P. (2005). Advancing Pharmacy Through Entrepreneurial Leadership: By combining principles of entrepreneurship with those of leadership, pharmacists can create value in emerging, innovative pharmacy-based services and products. *Journal of the American Pharmacists Association*, 45(5), 546-553. <https://doi.org/10.1331/1544345055001373>
- Ur Rehman, S., Bhatti, A., & Chaudhry, N. I. (2019, April 30). Mediating effect of innovative culture and organizational learning between leadership styles at third-order and organizational performance in Malaysian Smes. *Journal of Global Entrepreneurship Research*, 9(1). <https://doi.org/10.1186/s40497-019-0159-1>
- van der Zwan, P., Thurik, R., Verheul, I., & Hessels, J. (2016, Dec 01). Factors influencing the entrepreneurial engagement of opportunity and necessity entrepreneurs. *Eurasian Business Review*, 6(3), 273-295. [10.1007/s40821-016-0065-1](https://doi.org/10.1007/s40821-016-0065-1)
- Varga, A., Sebestyén, T., Szabó, N., & Szerb, L. (2020). Estimating the economic impacts of knowledge network and entrepreneurship development in smart specialization policy. *Regional Studies*, 54(1), 48-59. [10.1080/00343404.2018.1527026](https://doi.org/10.1080/00343404.2018.1527026)
- Verheul, I., Carree, M., & Thurik, R. (2009). Allocation and productivity of time in new ventures of female and male entrepreneurs. *Small Business Economics*, 33(3), 273-291.
- Vuorio, A. M., Puumalainen, K., & Fellnhofer, K. (2018, Mar 19). Drivers of entrepreneurial intentions in sustainable entrepreneurship. *International Journal of Entrepreneurial Behavior & Research*, 24(2), 359-381. <https://www.emerald.com/insight/content/doi/10.1108/IJEER-03-2016-0097/full/html>. [10.1108/IJEER-03-2016-0097](https://doi.org/10.1108/IJEER-03-2016-0097)
- Wales, W. J., Kraus, S., Filser, M., Stöckmann, C., & Covin, J. G. (2021). The status quo of research on entrepreneurial orientation: Conversational landmarks and theoretical scaffolding. *Journal of Business Research*, 128, 564-577. <https://doi.org/10.1016/j.jbusres.2020.10.046>
- Wiedmer, T. (2015). Generations do differ: best practices in leading Traditionalists, Boomers, and Generations X, Y, and Z. *Delta Kappa Gamma Bulletin*, 82(1), 51-58.
- Wiklund, J., Patzelt, H., & Shepherd, D. A. (2009, Apr). Building an integrative model of small business growth. *Small Business Economics*, 32(4), 351-374. [10.1007/s11187-007-9084-8](https://doi.org/10.1007/s11187-007-9084-8)
- World Economic Forum (WEF). (2014). *The Europe 2020 Competitiveness Report*. www3.weforum.org/docs/WEF_Europe2020_CompetitivenessReport_2014.pdf

- Wu, J. (2009). Entrepreneurial Orientation, Entrepreneurial Intent and New Venture Creation: Test of A Framework in A Chinese Context. *Virginia Polytechnic Institute and State University, USA*, 1-179.
- Wu, W., Wang, H., & Tsai, F.-S. (2020). Incubator networks and new venture performance: the roles of entrepreneurial orientation and environmental dynamism. *Journal of Small Business and Enterprise Development*, 27(5), 727-747. DOI 10.1108/JSBED-10-2019-0325
- Yin, M., Hughes, M., & Hu, Q. (2021). Entrepreneurial orientation and new venture resource acquisition: why context matters. *Asia Pacific Journal of Management*, 38, 1369–1398. <https://doi.org/10.1007/s10490-020-09718-w>
- Zagaria, M. A. E. (2015). Innovation: the promise of financial viability for pharmacy practice opportunities. *Journal of Pharmacy Practice and Research*, 45, 259-260. <https://doi.org/10.1002/jppr.1137>
- Zhang, P. C., & Austin, Z. (2023). To succeed as health care innovators, pharmacists need to cultivate an entrepreneurial mindset. *Canadian Pharmacists Journal*, 156(3), 110-111. 10.1177/17151635231164622
- Zhao, D., & Smallbone, D. (2019). What affects nascent entrepreneurs' proactiveness. *Asia Pacific Management Review*, 24(4), 318-326. <https://doi-org.ezproxy.ugm.ac.id/10.1016/j.apmr.2018.12.001>