

## SESSION 5: GENERAL ISSUES OF CORPORATE GOVERNANCE

# CAREER ADAPTABILITY AS A MEDIATING FACTOR FOR PERSONALITY TOWARDS ENTREPRENEURIAL INTENTION

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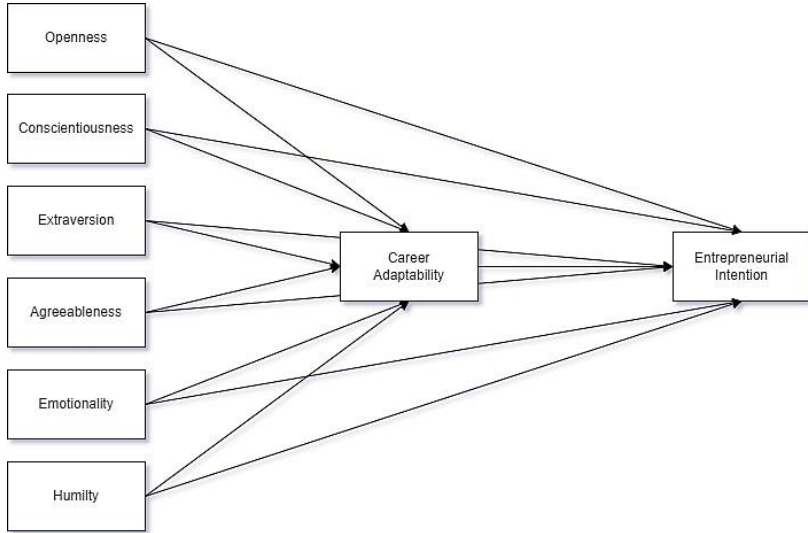
## Abstract

The purpose of this study is to examine the direct effect of the HEXACO personality traits on entrepreneurial intention and career adaptability, the indirect effect of personality traits on entrepreneurial intention through career adaptability and the direct effect of career adaptability on entrepreneurial intention. The HEXACO model includes the five factors of the Big Five personality model, adding the “honesty/humility” factor (Rafi et al., 2013; de Vries & van Gelder, 2015). The model comprises the following traits: *honesty-humility*, *extraversion*, *emotionality*, *conscientiousness*, *agreeableness*, and *openness*.

A 55-item questionnaire was employed to measure the personality traits of HEXACO, career adaptability and entrepreneurial intention. The study sample includes more than half of the students of the business department ( $n = 485$ ) of a public university based in Athens. With the use of the Jamovi program, we examined the direct effect of the HEXACO personality traits on entrepreneurial intention and career adaptability, the indirect effect of personality traits on entrepreneurial

intention through career adaptability and the direct effect of career adaptability on entrepreneurial intention. The following figure indicates the path model that is used to test the interactions among the variables.

**Figure 1.** Model diagram



The table below indicates the results of the path model of the multiple independent variables of HEXACO personality traits and one mediator (career adaptability) on entrepreneurial intention. The results exported from the Jamovi program are shown in Table 1.

**Table 1.** Indirect direct and total effects (Part 1)

Type	Effect	Estimate	St. error	Lower	Upper	$\beta$	z	p
Indirect	O $\Rightarrow$ CA $\Rightarrow$ EI	0.054	0.016	0.022	0.086	0.044	3.296	< 0.001
	C $\Rightarrow$ CA $\Rightarrow$ EI	0.156	0.034	0.090	0.222	0.112	4.623	< 0.001
	E $\Rightarrow$ CA $\Rightarrow$ EI	0.063	0.018	0.028	0.098	0.048	3.494	< 0.001
	A $\Rightarrow$ CA $\Rightarrow$ EI	-0.002	0.015	-0.030	0.027	-0.001	-0.106	0.916
	EMO $\Rightarrow$ CA $\Rightarrow$ EI	0.011	0.011	-0.010	0.032	0.010	1.048	0.295
	HUM $\Rightarrow$ CA $\Rightarrow$ EI	0.045	0.016	0.014	0.075	0.034	2.888	0.004
Component	O $\Rightarrow$ CA	0.095	0.022	0.052	0.138	0.170	4.327	< 0.001
	CA $\Rightarrow$ EI	0.568	0.112	0.349	0.787	0.260	5.086	< 0.001
	C $\Rightarrow$ CA	0.274	0.025	0.226	0.323	0.431	11.095	< 0.001
	E $\Rightarrow$ CA	0.111	0.023	0.066	0.156	0.186	4.807	< 0.001
	A $\Rightarrow$ CA	-0.003	0.026	-0.053	0.048	-0.004	-0.106	0.916
	EMO $\Rightarrow$ CA	0.020	0.019	-0.016	0.056	0.040	1.070	0.284
	HUM $\Rightarrow$ CA	0.079	0.023	0.035	0.123	0.132	3.509	< 0.001

**Table 1.** Indirect direct and total effects (Part 2)

Type	Effect	Estimate	St. error	Lower	Upper	$\beta$	z	p
Direct	O $\Rightarrow$ EI	0.102	0.055	-0.006	0.210	0.083	1.845	0.065
	C $\Rightarrow$ EI	0.088	0.068	-0.045	0.222	0.063	1.297	0.195
	E $\Rightarrow$ EI	0.122	0.058	0.008	0.236	0.094	2.101	0.036
	A $\Rightarrow$ EI	0.034	0.063	-0.090	0.158	0.023	0.539	0.590
	EMO $\Rightarrow$ EI	-0.126	0.046	-0.215	-0.037	-0.118	-2.771	0.006
	HUM $\Rightarrow$ EI	-0.113	0.056	-0.223	-0.004	-0.087	-2.023	0.043
Total	O $\Rightarrow$ EI	0.156	0.056	0.047	0.265	0.127	2.803	0.005
	C $\Rightarrow$ EI	0.244	0.063	0.122	0.367	0.175	3.908	< 0.001
	E $\Rightarrow$ EI	0.185	0.058	0.071	0.299	0.142	3.173	0.002
	A $\Rightarrow$ EI	0.032	0.065	-0.095	0.159	0.022	0.501	0.617
	EMO $\Rightarrow$ EI	-0.115	0.047	-0.206	-0.023	-0.107	-2.460	0.014
	HUM $\Rightarrow$ EI	-0.069	0.057	-0.180	0.043	-0.053	-1.205	0.228

Note: 95% confidence interval (a).

The results indicate that extraversion, conscientiousness and openness have a direct and positive impact on entrepreneurial intention, while emotionality has a negative one. Also, career adaptability relates positively to entrepreneurial intention. Openness, conscientiousness, extraversion and humility affect positively career adaptability. Finally, it is indicated that openness, conscientiousness, extraversion, and humility have an indirect and positive relationship with entrepreneurial intention through career adaptability.

The development of economies worldwide is significantly influenced by entrepreneurship. In order to enhance the creation of new enterprises, stakeholders such as governments, policymakers, universities, and researchers, increasingly turned their attention to personality traits and psychological resources and the role these play, at the initial stage of the new venture creation (Zhao et al., 2010; Littunen, 2000; Howard, 2020; Tsaknis et al., 2023). In this study, an analysis was used of the variables and their interrelationships to discern the individuals' characteristics score higher on entrepreneurial intention. Many of the relevant studies examine these characteristics using the Big Five personality traits framework combined with other contextual and demographic variables (Patitsa et al., 2021). This research takes a different approach diverging from the Big Five model and the theory of planned behavior and examines the effect of the HEXACO personality trait model, on entrepreneurial intention, directly and indirectly with the mediation career adaptability. The paucity of studies that address the impact of the HEXACO personality factors on the intention to start a new company in leading entrepreneurship journals, based on our findings appears to be unjustified (Brännback & Carsrud, 2018). Few researchers examined the indirect relationship of personality traits with entrepreneurial intentions through career adaptability, and they did not take into consideration all the personality factors included in the HEXACO model.

This study has also several limitations. It does not include variables that could potentially have an impact on the findings, such as some demographic factors (age, sex, prior studies, etc.). Another limitation involves the sample composition not including students from diverse disciplines, drawn only from the field of business administration. Applied in a different setting the study could produce different findings if the sample had involved engineering or fine arts students. The cultural element is another reason for caution when interpreting our results since the sample is comprised of students of the same ethnic origin. These findings may need to be validated in different contexts in future studies, avoiding the pitfalls described in this paragraph (McKenna et al., 2016; Tsaknis et al., 2022; Zacher, 2014).

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