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The Influence of Business Incubators on Interest in Entrepreneurship with Entrepreneurial Attitudes as an Intervening Variable

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Abstract: This study delves into the profound impact of business incubators, specifically focusing on the `Ships' Business Incubator in East Java, on fostering entrepreneurial interest and shaping entrepreneurial attitudes among its members. Identified challenges include a low inclination towards entrepreneurship among incubator members, attributed to factors such as fear of failure and a lack of entrepreneurial knowledge. The primary objective of the research is to design targeted educational and coaching strategies within business incubators to enhance interest in entrepreneurship by cultivating entrepreneurial attitudes. The research contributes to the existing literature by filling gaps in understanding the comprehensive impact of business incubators, especially within local contexts such as East Java. Using quantitative methods, the study encompasses a population of 580 members from the East Java 'Ships' Business Incubator, with a sample size of 220 individuals selected through proportionate stratified random sampling. The study concludes that the 'Ships' Business Incubator not only serves as a launchpad for businesses but also effectively fosters and sustains the entrepreneurial interests and attitudes of its members

Introduction

The problem that occurs in Indonesia today is unemployment. According to Isnayanti &; Ritonga, (2017); Soleh, (2017) Unemployed is a group of people who are already included in the labor force who are active in finding work. The high population of Indonesia at this time is predicted to continue to increase in accordance with the projection of Indonesia's population growth in 2010 – 2035 sourced from the Central Statistics Agency (BPS). This is evidenced by BPS (2021) stating that the Indonesian Unemployment is 7 million People, at most the productive age is 18-25 years, Indonesia's unemployment rate until August 2021

increased by 10,000 people to 7.04 million people compared to August 2019 which was 7.03 million. The cause of the increase in unemployment cannot be separated from the mindset system that only emphasizes theory rather than practice. Therefore, to improve the identity of being ready to work or able to open job opportunities, must have high quality human resources, skills and be able to compete, for example through education with entrepreneurship lessons.

Efforts to reduce unemployment, at least there must be a change in the mindset of the community, especially in cooperative member communities, from looking for work to creating jobs. Therefore, it is not only focused on preparing to become a business workforce, but rather an emphasis on the willingness to become entrepreneurs. The courage to do business is the main capital that a person must have to enter the world of work. In fact, interest in entrepreneurship is still very low. That's because the practice of doing entrepreneurial activities is not easy. Excessive fear of failure and loss often haunts a person's soul when starting a business (Fan et al., 2021; Tong, X. F., Tong, D. Y. K., & Loy, 2011).

Mobaraki, (2020); Ratten, (2019); Soomro et al., (2019) Defining entrepreneurship is a process of thinking, analyzing and behaving in accordance with business opportunities, holistic approaches and leadership. The growth of entrepreneurial spirit is expected to foster the desire to be independent so as not to depend on something to others by opening business opportunities Foss & Ishikawa, (2007); Rueda et al., (2015) The more people who get an education and people do not work, the more important entrepreneurship will be. Chairunisa Muchtar et al., (2018); Krueger et al., (2000); Treffers, (2017) An entrepreneurial interest is someone who feels an interest or likes for a business by daring to take risks and has a maturity of vision and mission born from experience or observations that have been made around. To increase interest in entrepreneurship in students, it is necessary to increase entrepreneurial knowledge that is up to date (Hernández-Sánchez et al., 2019; Jabeen et al., 2017; Neneh, 2020; Nowiński et al., 2019).

Mobaraki, (2012); Ratten, (2019); Soomro et al., (2019) convey that entrepreneurship entrepreneur is a person who dares to take risks to open a business on various occasions. In this case, what is meant by brave spirit is someone who dares to take risks and is independent in building a business from scratch, the risk itself is meant to be the risk of failure, fear, anxiety in various conditions. One of the factors causing the imbalance between the availability and needs of workers is economic growth factors that have not been in line with the ability to absorb adequate workers. It is necessary to improve programs that can foster entrepreneurial interest in the world of education, especially vocational schools, because the importance of entrepreneurship can solve various problems.

Interest is defined as a passion possessed by each individual, while entrepreneurship is a step to open independent business opportunities, so entrepreneurial interest is the desire possessed by each individual to be entrepreneurial without hesitation in failure accompanied by learning, knowing, and proving (Fragoso et al., 2020; Izquierdo & Buelens, 2011; Kisubi &; Korir, 2021; Yi, 2021). To measure the interest in entrepreneurship in students, it can be seen in the sense of wanting to have a business independently, feelings of pleasure when carrying out sales activities to prospective buyers, giving attention, and the motivation for themselves to become entrepreneurs (Abbasianchavari &; Moritz, 2021; Izquierdo & Buelens, 2011; Kisubi &; Korir, 2021). According to Bacq et al., (2017); and Tran & Von Korflesch, (2016) Interest can encourage a person to achieve the desired goal consciously and bring feelings of joy and joy, attention to something he likes and accompanied by his desire to learn and prove further.

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Chairunisa Muchtar et al., (2018); Krueger et al., (2000); Treffers, (2017) An entrepreneurial interest is someone who feels an interest or likes for a business by daring to take risks and has a maturity of vision and mission born from experience or observations that have been made around. To increase interest in entrepreneurship in students, it is necessary to improve entrepreneurial knowledge that up to date (Hernández-Sánchez et al., 2019; Jabeen et al., 2017; Neneh, 2020; Nowiński et al., 2019). Entrepreneurial knowledge can be obtained from several things, one of which is a business incubator.

As stated above, entrepreneurship plays an important role in improving the country's economy. So there are many government strategies to grow a new business actor. One of them provides business incubator facilities (Gozali et al., 2020; Lutfiani et al., 2020; Public et al., 2020). Business Incubator is a forum that helps new entrepreneurs in starting their business to improve the development prospects of a business, so that later they can survive in a real business environment (Dahms &; Kingkaew, 2016; Gozali et al., 2015; Jamil & Management, 2015). Systemically, a business incubator is a vehicle for transforming the formation of human resources that are not or less creative and productive into human resources who have entrepreneurial motivation creatively, innovatively, productively and cooperatively as the first step in creating entrepreneurs who have competitive and comparative advantages and have a vision and mission.

Basically, the incubator developed in East Java is intended to provide learning media for members of the Business and Management expertise program in terms of: (a). Fostering entrepreneurial attitudes and behaviors; (b) Provide direct experience of interacting with consumers; (c). Conduct market surveys to determine the type of product needed by consumers, etc. In general, the development of business incubators is directed to: (1) the provision of proper business center infrastructure as a place and vehicle for learning by doing; (2) Development of business incubator management patterns that are integrated with the learning process.

In addition, according to Agustina, (2011); Lutfiani et al., (2020); Setyobudi, (2010) Business incubators usually provide programs to start-up entrepreneurs Early stage or Startup, which is designed to foster and accelerate the success of business development through a series of capital programs followed by partnership support or coaching other business elements with the aim of turning the business into a company that profitable, have proper organizational and financial management, and become a company that Sustainable, until finally having a positive impact on society (Hasbullah et al., 2015; Humanities et al., 2020; Pudianti et al., 2018).

Further Gozali et al., (2015); Jamil & Management, (2015) Business incubators were first introduced in New York where a building was originally used to incubate chickens and later changed its use to incubate start-ups Start – Up. The incubator concept is then adopted by a country and expanded to various countries as a medium to take a sustainable business approach with the hope of becoming a high business potential. While Dahms &; Kingkaew, (2016); and Lutfiani et al., (2020) A business incubator is an organization that accelerates and systematizes the process of creating a successful company by providing a comprehensive and integrated range of support, including: incubator space, business support services, and clustering and networking opportunities.

The use of incubators to drive local economic development (PEL) has been tested in various countries. Germany is noted as one of the first countries to initiate the development of incubators in encouraging and accelerating local economic growth. The success of German implementing incubators, among others, is shown in Adlershof-Berlin (Gozali et al., 2015,

2020). The success of incubator development in Germany cannot be separated from the role of: (1) Support and commitment from local governments in providing land/infrastructure, facilitating credit/banking services, subsidies, (2) Construction of technology parks built in line with incubators, (3) Support for research institutions (especially universities) in providing innovation and energy, (4) Support for complete information technology facilities and infrastructure for incubator tenants, and (5) Being in an integrated area that not only functions as a marketing tool and business growth, but also innovation.

According to Dahms &; Kingkaew, (2016); Jamil & Management, (2015) Providing a definition of incubation is the concept of nurturing qualified entrepreneurs in a workspace managed by an institution called an incubator. While an incubator is a physical building (building) intended to support qualified businesses through mentoring, training, professional networking, and assistance in finding funding until they graduate and can survive in a competitive environment. In Indonesia, the use of incubators for PEL has been tested since the 1994s. In 2000 – 2002 incubators have begun to be developed by adopting patterns in Germany, for example Business Technology Centre (BTC) – Network initiated by the Ministry of Research and Technology (Kemenristek) and assisted by the German Government in 10 provinces. . Presidential Regulation of the Republic of Indonesia Number 27 of 2013 concerning the Development of Entrepreneurial Incubators, Agustina, (2011) ; and Lutfiani et al., (2020) explained that the Entrepreneurial Incubator is an intermediation institution that conducts the incubation process for incubation participants (tenants, client incubator, or inkubati) and has a physical building for daily business space for incubation participants.

In line with this Humanities et al., (2020); Pudianti et al., (2018) Incubation is a process of coaching, mentoring, and development provided by entrepreneurial incubators to incubation participants. Tenant business activities can be carried out in the incubator building as an inwall tenant by renting a room provided by the incubator. If the tenant conducts its business activities outside the incubator, it is referred to as a tenant outwall.

Creating a business incubator in a university includes services in presidential regulation Number 27 of 2013 concerning Entrepreneurial Incubators and Regulation of the Minister of Cooperatives and SMEs Number 24 of 2015 concerning Norms, Standards, Procedures, and Criteria (NSPK) of Entrepreneurial Incubators. This has also been explained by Amelia et al., (2021); Barugahara &; Maumbe, (2018); Gozali et al., (2015) Business incubator is part of a partnership program in developing a joint business and realizing the planned business into a real business. Currently business incubators are becoming Trend in Indonesia, ranging from business people, SMEs to the ministerial level (Antioquia et al., 2014; Gozali et al., 2020). This seems reasonable considering the midst of Indonesia's unemployment and employment problems, so the incubator is the hope of many parties to become an alternative solution for these problems. One of the government's ways to grow and also develop Start-Ups is through business and technology incubator programs.

Then to control one's response in providing a stimulus of entrepreneurial interest through entrepreneurial attitudes as a mediation determining entrepreneurial interest. Attitude defined the learned tendency to respond to an object or class of objects consistently in both likes and dislikes (Beugelsdijk &; Noorderhaven, 2004; Lindsay, 2005; Pihie & Bagheri, 2010). While according to (Prada, 2020) Attitude is an affection or feeling towards a stimulus. Based on the two definitions above, attitude can be concluded as a learned tendency to respond or receive stimuli to objects consistently, both in likes and dislikes.

Entrepreneurial attitude is the tendency to react affectively in response to risks that will be faced in a business (Lindsay, 2005; Pihie & Bagheri, 2010) . Entrepreneurial attitude is

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measured by a scale of entrepreneurial attitude behavior with indicators of being interested in business opportunities, thinking creatively and innovatively, a positive view of business failure, having leadership and responsibility, and like to face risks and challenges (Beugelsdijk &; Noorderhaven, 2004; Lindsay, 2005; Pihie & Bagheri, 2010; Schwarz et al., 2009; Prada, 2020).

Furthermore, researchers involved the theory of planned behavior (TPB) Ajzen (1991), and Shapero & Sokol (1982) to review this research. In fact, until now TPB Ajzen is still a strong reference for many researchers in various parts of the world, because it is able to explain how entrepreneurship education affects entrepreneurial intentions. The distinguishing element of the results of previous research is that educational activities increase the intention to carry out entrepreneurial behavior, or one of the variables that determine the intention (Anggadwita et al., 2021; Purwanto, 2019; Wardi et al., 2019)

According to Bae, et al. (2014), the theory of Ajzen (1991), Shapero & Sokol (1982), and human capital or HC (Becker, 1975), is a very strong theory in explaining the positive influence of entrepreneurship education on entrepreneurial intentions. HC theory views that human capital is a determinant of entrepreneurial intentions (Davidsson &; Honig, 2003). This human capital according to Bae, et al. (2014), is the skills and knowledge that individuals acquire through investment in schools, on-the-job training, and other types of experience. Entrepreneurship education can encourage students' attitudes, intentions, as well as the establishment of new businesses (Liñán, 2008). Martin, et al., (2013) found a statistically significant relationship, both directly and indirectly, between entrepreneurship education and human capital outcomes, such as knowledge and skills related to entrepreneurship.

The urgency of this research is proposed because the development of business incubators that have been in great demand by the public has a considerable opportunity to participate in building the economic system in the region. Through entrepreneurship, by having entrepreneurial knowledge, it is expected to be able to stand alone to have an independent economy, this not only provides employment for oneself but also others. Especially seeing the development of regions that have great potential and have a lot of capital, both human resources and natural resources, to be used as a business. Knowledge of entrepreneurship education and business incubators with an entrepreneurial attitude really needs to be improved continuously to the members of the business industry. This research contributes to the business incubator institution to continue to be up to date in providing facilities in entrepreneurial practice.

Based on the background and state of the art as described, this research has novelty by completing the gaps of previous studies, conducting a comprehensive study that underlies the selection of "Ships" Business Incubator in East Java as the object of research. This "Ships" Business Incubator carries out entrepreneurial activities, even well-known advanced ones, has cooperation with various parties.

Research Method

This research uses quantitative methods. The population in this research subject are members of the East Java "Ships" Business Incubator, totaling 580 people. Meanwhile, the sample used proportionate stratified random sampling. The sample criteria used in this research are: (1) members who actively participate in activities (2) members who have been registered for more than 1 year. Based on these theories and criteria, it is known that the

number of samples for this research is 220 samples. The obtain the data researcher using questioner, and then for data possess using SmartPLS 3.3.3.

Result and Discussion

Research Object

East Java Ships Cooperative, established in 2016, operates on Jl. Chemical Engineering, Surabaya. Rooted in Pancasila, it follows cooperative principles and focuses on consumer cooperatives. With a vision to lead in East Java, it targets PPNS students and entrepreneurs. Conducting a SWOT analysis, it capitalizes on Sharia opportunities but faces competition from nearby banks. Goals include achieving BEP, disbursing Rp. 1,200,000,000 by Aug 2023, and gaining 500 members. Strategies involve HR development, partnerships, and media promotion, emphasizing the importance of competent human resources, strong capital, and superior services. Financially, it aims for Rp. 95,493,275 in revenue by end-2023.

Distribution of Respondents' Answers

Frequency Distribution for Business Incubator Variables (X)

From 220 respondents, respondents' assessments were obtained about the Business Incubator variable. The average calculation result of the Business Incubator variable is 4.24. These results show that the Business Incubator variable has a good research category. The statement item from the Business Incubator indicator (X) that has the highest average value is the item "Products/Services in Ship business incubator members have a sustainable level of innovation." with an average of 4.33. This shows respondents agree that products/services in Ship business incubator members have a sustainable level of innovation. The lowest average was found in the statement "There is a training/socialization work program every month in improving entrepreneurial knowledge" with an average of 4.16. This shows that respondents think that there is still a lack of training/socialization work programs every month in improving entrepreneurial knowledge. The conclusion obtained from all statement items can be obtained the average value of all statements regarding the Business Incubator variable (X) of 4.24. This value means that respondents agree with the statements in the Business Incubator.

Frequency Distribution for Entrepreneurial Attitude Variable (Z)

From 220 respondents, respondents' assessments were obtained about entrepreneurial attitude variables. The average calculation of the entrepreneurial attitude variable was 4.37. These results show that the variable of entrepreneurial attitude has a good research category. The statement item from the Entrepreneurial Attitude indicator (Z) that has the highest average value is the item "I am always open to new things" with an average of 4.58. This shows that members of the East Java "Ships" Business Incubator already have an attitude of always being open to new things. The lowest average is found in the statement "I always finish with maximum quality in work" with an average of 4.15. This shows that members of the East Java "Ships" Business Incubator are incomplete with maximum quality in work. The conclusion obtained from all statement items can be obtained the average value

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of all statements regarding the variable Entrepreneurial Attitude (Z) of 4.37. This value means that respondents agree with the statements in the entrepreneurial attitude.

Frequency Distribution for Entrepreneurial Interest Variable (Y)

From 220 respondents, respondents' assessments were obtained about the variable of Entrepreneurial Interest. The average calculation of the variable Entrepreneurial Interest is 4.41. These results show that the variable of Entrepreneurial Interest has a very good research category. The statement item of the Entrepreneurial Interest indicator (Y) that has the highest average value is the item "I am more interested in being an entrepreneur than an employee" with an average of 4.55. This shows that respondents agree that members of the East Java "Ships" Business Incubator are more interested in being entrepreneurs than employees. The lowest average was found in the statement "I will dare to start a business in the near future" with an average of 4.19. This shows that the courage to start a business in the near future is still lacking.

The conclusion obtained from all statement items can be obtained the average value of all statements regarding the variable Entrepreneurial Interest (Y) of 4.41. This value means that respondents agree with the statements in Entrepreneurial Interest.

Data Analysis

In this study, the data processing technique used the Partial Least Square (PLS)-based SEM method. PLS software in this study uses software developed at the University of Hamburg, Germany called Smart PLS version 3.3.3. The PLS method has two stages, the first stage is the evaluation of the outer model or measurement model of question items against variables, after that the second stage is the evaluation of the inner model or structural model in order to find out the results of testing the hypothesis used. This test also performed path coefficient estimation that identifies the strength of the relationship between exogenous variables and endogenous variables.

Outer Model Test (Measurement Model Evaluation)

The outer model test (evaluation of the measurement model) is used to determine the validity and reliability of a research instrument. The following is an explanation of the results of the outer model test that has been carried out on this research instrument.

Validity Test

Validity test is a test that determines how well the measuring instrument used measures research variables (Sekaran &; Bougie, 2016). This validity test is also used to explain all concepts that are in conceptual definitions that have been reflected in the research instruments used. In this study using SmartPLS 3.3.3 Software where the validity test consists of convergent validity by looking at the value of the loading factor table and discriminant validity by looking at the value of the cross loading table to test the validity of a data.

Convergent Validity

The convergent validity value is the value of the loading factor in the latent variable with its indicators. An individual's reflexive measure is said to be high if it correlates more than 0.70 with the construct to be measured. However a loading value of 0.50 to 0.60 can be considered sufficient (Chin, 1998) in Ghozali (2011). The following in Table presents the

results of outer loading for each indicator owned by each exogenous and endogenous latent variable obtained from data processing using SmartPLS:

Table 1. Validity Test Results Using Loading Factor Values

Variable	Indicators	Outer Loadings	Decision
X1 (Business Incubator)	X1	0.833	Valid
	X2	0.871	Valid
	X3	0.731	Valid
	X4	0.866	Valid
	X5	0.887	Valid
	X6	0.888	Valid
	X7	0.871	Valid
	X8	0.887	Valid
Y (Entrepreneurial Interest)	Y1	0.771	Valid
	y2	0.888	Valid
	Y3	0.821	Valid
	Y4	0.812	Valid
	Y5	0.812	Valid
	Y6	0.847	Valid
	Y7	0.878	Valid
	y8	0.823	Valid
Z (Entrepreneurial Attitude)	Z1	0.806	Valid
	Z10	0.793	Valid
	z2	0.784	Valid
	Z3	0.767	Valid
	Z4	0.809	Valid
	Z5	0.836	Valid
	Z6	0.779	Valid
	Z7	0.728	Valid
	Z8	0.787	Valid
	Z9	0.764	Valid

Source: Data Processor With SmartPLS 3.3.3, 2023

Table illustrates the value of the loading factor (convergent validity) of each indicator. The value of the loading factor > 0.7 can be said to be valid. This shows that all loading factor values of the indicators Business Incubator (X), Entrepreneurial Interest (Y) and Entrepreneurial Attitude (Z) are greater than 0.7. This indicates that the indicators are valid.

Discriminant Validity

Discriminant validity is a cross loading factor value that is useful for determining whether the construct variable has adequate discrimination, namely by comparing the loading value on the intended construct variable must be greater than the loading value with other constructs (Hussein, 2015; Ghozali and Latnan, 2015). The following shows the cross loading results of each variable generated through the calculation of the SmartPLS 3.3.3 algorithm.

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Table 2. Results of Business Incubator Validity Test Using Cross Loading

	X1 (Business Incubator)	Y (Entrepreneurial Interest)	Z (Entrepreneurial Attitude)
X1	0.833	0.651	0.558
X2	0.871	0.734	0.516
X3	0.731	0.611	0.550
X4	0.866	0.662	0.571
X5	0.887	0.684	0.602
X6	0.888	0.721	0.581
X7	0.871	0.651	0.517
X8	0.887	0.716	0.533

Source: Data Processing With PLS, 2023

Based on Table above, Business Incubators have a higher loading factor value than entrepreneurial attitudes and entrepreneurial interests so that it can be said that each indicator in the Business Incubator variable is discriminantly valid, namely each construct indicator is not highly correlated with other constructs (entrepreneurial attitude and entrepreneurial interest) used in measuring this study.

Table 3. Results of the Validity Test of Entrepreneurial Interest Using Cross Loading

	X1 (Business Incubator)	Y (Entrepreneurial Interest)	Z (Entrepreneurial Attitude)
Y1	0.473	0.771	0.420
y2	0.647	0.888	0.599
Y3	0.759	0.821	0.668
Y4	0.612	0.812	0.600
Y5	0.674	0.812	0.645
Y6	0.708	0.847	0.634
Y7	0.664	0.878	0.606
y8	0.689	0.823	0.546

Source: Data Processing With PLS, 2023

Based on Table above, Entrepreneurial Interest has a higher loading factor value than Business Incubators and entrepreneurial attitudes so that it can be said that each indicator in the variable Entrepreneurial Interest is discriminantly valid, that is, each construct indicator is not highly correlated with other constructs (Business Incubators and entrepreneurial attitudes) used in measuring this study.

Table 4.Results of the Validity Test of Entrepreneurial Attitude Using Cross Loading

	X1 (Business Incubator)	Y (Entrepreneurial Interest)	Z (Entrepreneurial Attitude)
Z1	0.536	0.667	0.806
Z10	0.703	0.616	0.793
z2	0.487	0.487	0.784
Z3	0.502	0.604	0.767
Z4	0.612	0.711	0.809
Z5	0.472	0.561	0.836
Z6	0.469	0.532	0.779
Z7	0.349	0.438	0.728

Z8	0.470	0.482	0.787
Z9	0.309	0.369	0.764

Source: Data Processing With PLS, 2023

Based on Table above, entrepreneurial attitude has a higher loading factor value than Business Incubator and Entrepreneurial Interest so that it can be said that each indicator on the variable of entrepreneurial attitude is discriminantly valid, that is, each construct indicator is not highly correlated with other constructs (Business Incubator and Entrepreneurial Interest) used in measuring this study.

Reliability Test

Reliability test is a test that determines how consistent the measuring instrument used is and free from errors (Sekaran &; Bougie, 2016). An instrument is said to be reliable if it has an Average Variance Extracted (AVE) of > 0.5, Composite Reliability > 0.7 and Cronbach Alpha > 0.7 for each construct (Ghozali and Latan, 2015). The following in Table 4.13 are the results of reliability testing that has been carried out through SmartPLS 3.3.3 software.

Table 5.Reliability Test Results

	Cronbach's Alpha	rho _A	Composite Reliability	Average Variance Extracted (AVE)	Information
X1 (Business Incubator)	0.947	0.948	0.956	0.732	Reliable
Y (Entrepreneurial Interest)	0.937	0.941	0.947	0.693	Reliable
Z (Entrepreneurial Attitude)	0.932	0.940	0.942	0.617	Reliable

Source: Data Processing With PLS, 2023

Evaluation of measurement models with square root of average variance extracted is to compare AVE root values with correlations between constructs. If the AVE root value is higher than the correlation value between constructs, then good discriminant validity is achieved. In addition, an AVE value greater than 0.5 is highly recommended. Based on the values in Table 4.13, all values have met the Average Variance Extracted (AVE) requirements of > 0.5 so that it can be said that the variables Business Incubator, Entrepreneurial Interest and entrepreneurial attitude in the evaluation of model measurements have good discriminant validity.

This study conducted construct reliability tests measured by criteria tests, namely composite reliability and cronbach alpha. Evaluation using composite reliability aims to determine a construct has high or low reliability. A composite reliability value greater than 0.7 indicates that the construct is reliable (Ghozali and Latan, 2015). Based on the values in Table 4.13, all values have met the Composite Reliability requirements of > 0.7 so that it can be said that the variables Business Incubator, Entrepreneurial Interest and entrepreneurial attitude have high reliability. In addition, reliability can also be seen through Cronbach Alpha. Values that have a Cronbach alpha greater than 0.7 can be said to be reliable (Ghozali and Latan, 2015). Table 4.6 all values meet the Cronbach Alpha > 0.7 requirements so that it can be said that the variables Business Incubator, Entrepreneurial Interest and entrepreneurial attitude have good reliability.

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Coefficient of Determination (R2)

The magnitude of R 2 indicates the magnitude of the influence of exogenous variables on endogenous variables. If the value of R2 is 0.75; 0.50 and 0.25 it can be concluded that the model is strong, moderate, and weak (Ghozali and Latan, 2015). The results of the calculation of R2 using SmartPLS 3.0 in this study can be seen in Table 4.14 below.

Table 6. Value of Coefficient of Determination

	R Square	R Square Adjusted
Y (Entrepreneurial Interest)	0.702	0.699
Z (Entrepreneurial Attitude)	0.419	0.416

Source: Data Processing With PLS, 2023

This study uses 2 variables that are influenced by other variables, namely the variable Entrepreneurial Attitude (Z) which is influenced by the variable Business Incubator (X) and the variable Entrepreneurial Interest (Y) which is influenced by the variable Business Incubator (X) and Entrepreneurial Attitude (Z). Table 4.14 shows the R-square value for the variable Entrepreneurial Attitude (Z) obtained at 0.419. The R-square value for the entrepreneurial attitude variable of 0.419 indicates that 41.9% can be influenced by the Business Incubator variable (X). While the remaining 58.1% was influenced by other variables outside the study. The R-square value of the variable Entrepreneurial Interest (Y) of 0.702 indicates that the variable of Entrepreneurial Interest (Y) can be influenced by the variables Business Incubator (X) and Entrepreneurial Attitude (Z) by 70.20% while the remaining 29.80% is influenced by other variables outside the studied. The higher the R-Square value, the greater the ability of the independent variable to explain the dependent variable so that the better the structural equation.

Hypothesis Testing

Based on the results of the outer model and inner model tests that have been carried out, the outer model and inner model have been qualified for hypothesis testing.

Figure Path diagram of the research theoretical model

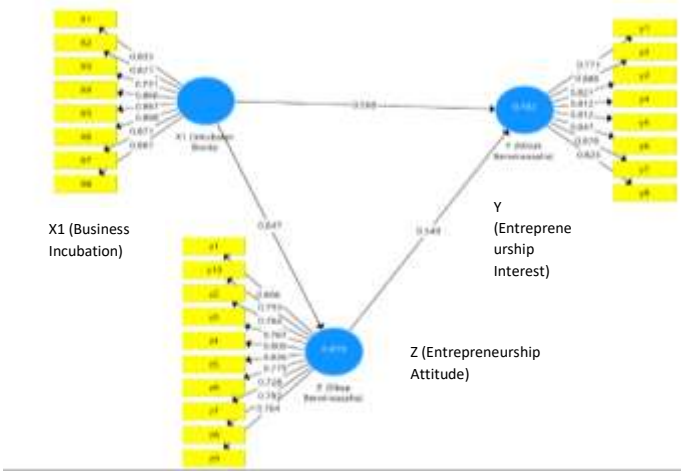

Figure 1. Path diagram of the research theoretical model

Source: Data Processing With PLS, 2023

Based on the results of direct and indirect influence tests that have been carried out in this study. The following is a summary of the overall hypothesis test results presented in Table.

Table 7. Hypothesis Test Results

	Path Coefficient	t-Statistics	P-Value	Information	Significance	Types of Mediation
H1	0.568	6.898	0.000	Accepted	Significant	-
H2	0.647	15.169	0.000	Accepted	Significant	-
H3	0.349	6.898	0.000	Accepted	Significant	-
H4	0.226	4.215	0.000	Accepted	Significant	Partial Mediation

Source: Data Processing With PLS, 2023

Information:

H1 :Business Incubator (X) has a significant effect on Entrepreneurial Interest (Y).

H2 : Business Incubator (X) has a significant effect on Entrepreneurial Attitude (Z).

H3 : Entrepreneurial Attitude (Z) has a significant effect on Entrepreneurial Interest (Y).

H4 : Business Incubator (X) has a significant effect on Entrepreneurial Interest (Y) mediated by Entrepreneurial Attitude (Z).

This study shows that Business Incubator (X) has a significant effect on Entrepreneurial Attitude (Z), Entrepreneurial Attitude (Z) has a significant effect on Entrepreneurial Interest (Y), and Business Incubator (X) has a significant effect on Entrepreneurial Interest (Y). The results of the examination to determine the nature or type of mediating variables of entrepreneurial attitudes in the influence of Business Incubators on Entrepreneurial Interest are partial mediation. The mediating role of entrepreneurial attitudes influenced by Business Incubators on Entrepreneurial Interest has a partial mediating influence, the first reason is because both the influence of Entrepreneurial Interest directly and indirectly shows a significant influence. Both indirect coefficients of influence have a value smaller than the direct path coefficients (0.226<0.568). This states that the higher the Business Incubator, the Interest in Entrepreneurship will increase with the increase in entrepreneurial attitude.

Discussion

The influence of Business Incubator on entrepreneurial interest in members of Business Incubator "Ships" in East Java

Results of path analysis using Software SmartPLS in the first hypothesis testing showed that the Business Incubator variable had a significant positive influence on Entrepreneurial Interest. The better Business Incubator so Interest in entrepreneurship will be even better. These results are in line with research Dahms &; Kingkaew, (2016); Gozali et al., (2015); Jamil & Management, (2015) states that the Business Incubator is a forum that helps new entrepreneurs in starting their business to improve the development prospects of a business, so that later they can survive in a real business environment Systemically, a business incubator is a vehicle for transforming the formation of human resources that are not or less creative and productive into human resources who have creative entrepreneurial motivation, Innovative, productive and cooperative as the first step in creating entrepreneurs who have competitive and comparative advantages and have a vision and mission.

This is also in accordance with the results of Ahms & Kingkaew's research, (2019) concluded that the Business Incubator, an entity specifically designed to support the development of new companies or startups, has a very significant role in stimulating and

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shaping entrepreneurial interest. As individuals enter the incubator environment, they not only find a place to bring their business idea to life, but also find a variety of resources, training, and support that can spark an entrepreneurial spirit. The Business Incubator plays an important role in shaping entrepreneurial interest among members of the "Ships" Business Incubator in East Java. Members of this incubator feel the positive impact of the environment provided by the incubator, which not only provides a place to develop business ideas, but also provides a variety of resources and guidance that motivate them to enter the world of entrepreneurship. First of all, the business incubator "Ships" opens doors to training and coaching opportunities. Through workshops and coaching sessions that are held regularly, incubator members get the opportunity to hone the skills and knowledge needed in running a business. This gives encouragement to those with an interest in entrepreneurship to be more confident and ready to face challenges. Furthermore, a business incubator creates a valuable network for its members. By getting involved in incubators, they can connect with investors, experienced mentors, and external parties who can provide strategic support. These relationships not only open doors to collaboration opportunities, but also provide positive inspiration to incubator members to develop and actualize their business ideas. Overall, the "Ships" Business Incubator in East Java is not only a place to start a business, but also a source of inspiration, knowledge, and strong support to form and strengthen entrepreneurial interest among its members.

The Effect of Business Incubator on Entrepreneurial Attitude in "Ships" Business Incubator members in East Java

Results of path analysis using Software SmartPLS in the second hypothesis test showed that the Business Incubator variable had a significant positive influence on Entrepreneurial Attitudes. The better the Business Incubator he does, the higher his entrepreneurial attitude will be. By increasing the Business Incubator, it will increase entrepreneurial attitudes because according to Agustina, (2011); Lutfiani et al., (2020); Setyobudi, (2010) Business incubators usually provide programs to start-up entrepreneurs Early stage or Startup, which is designed to foster and accelerate the success of business development through a series of capital programs followed by partnership support or coaching other business elements with the aim of turning the business into a company that profitable, have proper organizational and financial management, and become a company that Sustainable, until finally having a positive impact on society (Hasbullah et al., 2015; Humanities et al., 2020; Pudianti et al., 2018).

Further Gozali et al., (2015); Jamil & Management, (2015) Business incubators were first introduced in New York where a building was originally used to incubate chickens and later changed its use to incubate start-ups Start – Up. The incubator concept is then adopted by a country and expanded to various countries as a medium to take a sustainable business approach with the hope of becoming a high business potential. While Dahms &; Kingkaew, (2016); and Lutfiani et al., (2020) A business incubator is an organization that accelerates and systematizes the process of creating a successful company by providing a comprehensive and integrated range of support, including: incubator space, business support services, and clustering and networking opportunities. The use of incubators to drive local economic development (PEL) has been tested in various countries. Germany is noted as one of the first countries to initiate the development of incubators in encouraging and accelerating local economic growth. The success of German implementing incubators, among others, is shown in Adlershof-Berlin (Gozali et al., 2015, 2020). The success of incubator development in

Germany cannot be separated from the role of: (1) Support and commitment from local governments in providing land/infrastructure, facilitating credit/banking services, subsidies, (2) Construction of technology parks built in line with incubators, (3) Support for research institutions (especially universities) in providing innovation and energy, (4) Support for complete information technology facilities and infrastructure for incubator tenants, and (5) Being in an integrated area that not only functions as a marketing tool and business growth, but also innovation.

Thus, the results of this study confirm that the "Ships" Business Incubator in East Java is not only a place to start a business, but also a strong agent in shaping the entrepreneurial attitude of its members. By providing training, networking, financial support, a conducive work environment, and effective monitoring mechanisms, this business incubator has succeeded in creating a profound positive influence on the entrepreneurial attitude of its members.

The influence of entrepreneurial attitudes on entrepreneurial interest in members of the "Ships" Business Incubator in East Java

Results of path analysis using Software SmartPLS in the third hypothesis test showed that the intervening variable of Entrepreneurial Attitude had a significant positive influence on Entrepreneurial Interest. The better Entrepreneurial Attitude so Interest in entrepreneurship will be even better. This result is in line with previous research Prada, (2020) Attitude is an affection or feeling towards a stimulus. Based on the two definitions above, attitude can be concluded as a learned tendency to respond or receive stimuli to objects consistently, both in likes and dislikes.

Entrepreneurial attitude is the tendency to react affectively in response to risks that will be faced in a business (Lindsay, 2005; Pihie & Bagheri, 2010) . Entrepreneurial attitude is measured by a scale of entrepreneurial attitude behavior with indicators of being interested in business opportunities, thinking creatively and innovatively, a positive view of business failure, having leadership and responsibility, and like to face risks and challenges (Beugelsdijk &; Noorderhaven, 2004; Lindsay, 2005; Pihie & Bagheri, 2010; Schwarz et al., 2009; Prada, 2020). Then to control one's response in providing a stimulus of entrepreneurial interest through entrepreneurial attitudes as a mediation determining entrepreneurial interest. Attitudes defined the learned tendency to respond to objects or classes of objects consistently in both likes and dislikes (Beugelsdijk &; Noorderhaven, 2004; Lindsay, 2005; Pihie & Bagheri, 2010). To measure the interest in entrepreneurship in students, it can be seen in the sense of wanting to own a business independently, feelings of pleasure when carrying out sales activities to prospective buyers, paying attention, and the motivation for themselves to become entrepreneurs (Abbasianchavari &; Moritz, 2021; Izquierdo & Buelens, 2011; Kisubi &; Korir, 2021). According to Bacq et al., (2017); and Tran & Von Korflesch, (2016) interest can encourage a person to achieve the desired goal consciously and bring feelings of pleasure and joy, attention to something he likes and accompanied by his desire to learn and prove more.

Chairunisa Muchtar et al., (2018); Krueger et al., (2000); Treffers, (2017) Interest in entrepreneurship is someone who feels interest or likes a business by daring to take risks and has a maturity of vision and mission born from experience or observations that have been made around. To increase interest in entrepreneurship in students, it is necessary to increase up to date entrepreneurial knowledge (Hernández-Sánchez et al., 2019; Jabeen et al., 2017;

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Neneh, 2020; Nowiński et al., 2019). Entrepreneurial knowledge can be obtained from several things, one of which is a business incubator.

Through in-depth research on members of the "Ships" Business Incubator in East Java, it was found that entrepreneurial attitudes play a crucial role in shaping entrepreneurial interest among members. These findings reveal that business incubators are not only a place to start a business, but also a catalyst that strengthens and shapes the entrepreneurial attitudes of its members. From the results of the study, it can be seen that the participation of members in various activities and support provided by incubators, such as training and coaching, positively affects the strengthening of entrepreneurial attitudes. This entrepreneurial attitude includes important elements such as risk-taking courage, perseverance, and opportunity orientation. The strengthening of this attitude, in turn, proved to be the main driver that triggered and shaped entrepreneurial interest among members.

The Influence of Business Incubators Through Entrepreneurial Attitudes Towards Entrepreneurial Interest in "Ships" Business Incubator Members in East Java

This study shows that Business Incubator (X) has a significant effect on Entrepreneurial Attitude (Z), Entrepreneurial Attitude (Z) has a significant effect on Entrepreneurial Interest (Y), and Business Incubator (X) has a significant effect on Entrepreneurial Interest (Y). The results of the examination to determine the nature or type of mediating variables of entrepreneurial attitudes in the influence of Business Incubators on Entrepreneurial Interest are partial mediation. The mediating role of entrepreneurial attitudes influenced by Business Incubators on Entrepreneurial Interest has a partial mediating influence, the first reason is because both the influence of Entrepreneurial Interest directly and indirectly shows a significant influence. Both indirect coefficients of influence have a value smaller than the direct path coefficients (0.226<0.568). This is in accordance with the results of research by Dahms & Kingkaew, (2016); Jamil & Management, (2015) provide a definition of incubation is the concept of nurturing qualified entrepreneurs in a workspace managed by an institution called an incubator. While an incubator is a physical building (building) intended to support qualified businesses through mentoring, training, professional networking, and assistance in finding funding until they graduate and can survive in a competitive environment.

In line with this, Humanities et al., (2020); Pudianti et al., (2018) incubation is a process of coaching, mentoring, and development provided by entrepreneurial incubators to incubation participants. Tenant business activities can be carried out in the incubator building as an inwall tenant by renting a room provided by the incubator. If the tenant conducts its business activities outside the incubator, it is referred to as an outwall tenant. Creating a business incubator in a university includes services in presidential regulation Number 27 of 2013 concerning Entrepreneurial Incubators and Regulation of the Minister of Cooperatives and SMEs Number 24 of 2015 concerning Norms, Standards, Procedures, and Criteria (NSPK) of Entrepreneurial Incubators. This has also been explained by Amelia et al., (2021); Barugahara &; Maumbe, (2018); Gozali et al., (2015) business incubator is part of a partnership program in developing a joint business and realizing the planned business into a real business. Currently, business incubators are becoming a trend in Indonesia, ranging from business people, SMEs to the ministry level (Antioquia et al., 2014; Gozali et al., 2020). This seems reasonable considering the midst of Indonesia's unemployment and employment problems, so the incubator is the hope of many parties to become an alternative solution for these problems. One of the government's ways to grow and also develop Start-Ups is through business and technology incubator programs.

Furthermore, researchers involved the theory of planned behavior (TPB) Ajzen (1991), and Shapero & Sokol (1982) to review this research. In fact, until now TPB Ajzen is still a strong reference for many researchers in various parts of the world, because it is able to explain how entrepreneurship education affects entrepreneurial intentions. The distinguishing element of the previous research results is that educational activities increase the intention to carry out entrepreneurial behavior, or one of the variables that determine the intention (Anggadwita et al., 2021; Purwanto, 2019; Wardi et al., 2019) Overall, the "Ships" Business Incubator in East Java emerged not only as a place to start a business, but as an environment that supports and shapes the entrepreneurial attitudes and interests of its members. The success of incubators in creating a nurturing ecosystem for entrepreneurial development illustrates its important role in supporting the development of entrepreneurial potential at the local level

Conclusion

Based on research results, it is stated that incubators provide financial support, training, networks and facilities that stimulate interest in entrepreneurship. Apart from that, incubators also play an important role in forming entrepreneurial attitudes, such as the courage to take risks and orientation towards opportunities. The analysis confirms that entrepreneurial attitudes play a crucial role in forming entrepreneurial interest, and members' participation in incubator activities positively influences the strengthening of entrepreneurial attitudes. Entrepreneurial attitudes not only have a direct impact on entrepreneurial interest but also partially mediate the influence of incubators on entrepreneurial interest. Overall, the "Ships" Business Incubator not only functions as a place to start a business but also as an entity that successfully forms, maintains and stimulates the entrepreneurial interests and attitudes of its members. By providing comprehensive support, these business incubators have a profound positive impact on entrepreneurial development at the local level.

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