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The Influence of Growth Mindset, Self-Efficacy, and Innovative Environment on Entrepreneurial Intentions in Indonesia with Achievement Motivation as a Mediating Variable

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Abstract

Entrepreneurial intentions play a crucial role in fostering economic growth and innovation, particularly in developing countries such as Indonesia. This study examines the influence of growth mindset, self-efficacy, and an innovative environment on entrepreneurial intentions, with achievement motivation functioning as a mediating variable. Using a quantitative approach, data were collected from 135 respondents through a Likert-scale questionnaire. Structural Equation Modeling–Partial Least Squares (SEM-PLS 3) was employed to analyze the data and evaluate both the direct and indirect relationships among variables. The results reveal that growth mindset, self-efficacy, and innovative environment significantly and positively influence entrepreneurial intentions. Furthermore, achievement motivation was found to play a crucial mediating role in strengthening the relationship between the three independent variables and entrepreneurial intentions. This indicates that individuals with a strong growth mindset, higher confidence in their abilities, and exposure to an innovation-supportive environment are more motivated to pursue entrepreneurial activities. The model demonstrated strong explanatory and predictive power, with R^2 values of 0.532 for achievement motivation and 0.614 for entrepreneurial intentions, suggesting that the variables collectively provide substantial contribution in predicting entrepreneurial behavior. These findings highlight the importance of psychological readiness, personal belief systems, and supportive environmental factors in shaping entrepreneurial aspirations in Indonesia. The study contributes to the theoretical understanding of entrepreneurial intention formation and offers practical implications for educators, policymakers, and entrepreneurship development institutions. Designing programs that strengthen mindset, build self-efficacy, enhance motivation, and cultivate innovation-oriented environments is essential for nurturing future entrepreneurs and supporting sustainable economic development.

Keywords: *Growth Mindset, Self-Efficacy, Innovative Environment, Achievement Motivation, Entrepreneurial Intentions*

1. Introduction

Entrepreneurship plays a critical role in driving economic growth, enhancing competitiveness, and fostering innovation, particularly in developing countries such as Indonesia. As one of the largest emerging economies in Southeast Asia, Indonesia continues to encourage the growth of entrepreneurial activities to support national economic resilience and job creation. Despite various government initiatives aimed at strengthening entrepreneurship—such as training programs, financial support, and incubation facilities—entrepreneurial intentions among individuals remain varied [1]–[3]. Understanding the psychological and environmental factors that influence entrepreneurial intentions is therefore essential for designing more effective entrepreneurship development strategies.

Among the key factors shaping entrepreneurial intentions are growth mindset, self-efficacy, and the presence of an innovative environment. A growth mindset, defined as the belief that abilities and intelligence can be developed through effort and learning, instills persistence, resilience, and openness to challenges—all of which are crucial traits for prospective entrepreneurs [4], [5]. Individuals with a strong growth mindset are more likely to view entrepreneurship as a meaningful opportunity for learning and personal improvement.

Similarly, self-efficacy, the belief in one's ability to successfully perform tasks, has been consistently identified as one of the strongest predictors of entrepreneurial intentions. Individuals with high self-efficacy are more confident in overcoming business-related uncertainties, taking calculated risks, and sustaining effort despite

obstacles [6], [7]. In the Indonesian context, where entrepreneurship is often associated with instability and competition, self-efficacy plays an even more pivotal role in determining one's willingness to initiate entrepreneurial activities.

Another important factor is the innovative environment, which includes access to creativity-supporting resources, technological tools, collaborative networks, and institutional support. An innovative environment can significantly stimulate entrepreneurial behavior by enabling individuals to generate new ideas, explore opportunities, and engage with an ecosystem that encourages experimentation and innovation. Indonesia's growing digital economy, expanding startup ecosystem, and increasing government focus on innovation highlight the relevance of this factor.

While these three dimensions contribute to entrepreneurial intentions, their influence may be strengthened or mediated by achievement motivation. Achievement motivation reflects an individual's desire to accomplish challenging tasks, pursue excellence, and attain success. This internal drive not only motivates individuals to set entrepreneurial goals but also enhances the impact of psychological attributes and environmental factors on entrepreneurial decision-making. Thus, achievement motivation serves as a mediating mechanism that connects growth mindset, self-efficacy, and innovative environments to entrepreneurial intentions.

Given these conceptual relationships, this study analyzes the influence of growth mindset, self-efficacy, and innovative environment on entrepreneurial intentions in Indonesia, with achievement motivation positioned as a mediating variable. Using a quantitative approach with 135 respondents and a Likert-scale questionnaire, the analysis was conducted through Structural Equation Modeling–Partial Least Squares (SEM-PLS 3). The findings provide empirical evidence on how psychological characteristics and supportive environments shape entrepreneurial aspirations in Indonesia, offering insights that strengthen theoretical understanding and inform policy development to foster stronger entrepreneurial intentions aligned with the country's long-term economic transformation.

2. Literature Review

2.1 Entrepreneurial Intentions

Entrepreneurial intentions refer to an individual's conscious state of mind that directs attention, experience, and action toward starting a new business or engaging in entrepreneurial activities [8], [9]. According to the Theory of Planned Behavior (TPB), entrepreneurial intentions are shaped by attitudes, subjective norms, and perceived behavioral control. Intentions serve as strong predictors of actual entrepreneurial behavior because entrepreneurship is typically a planned, effort-intensive process. In Indonesia, entrepreneurial intentions have gained increasing academic and policy interest due to the nation's efforts to support economic independence and reduce unemployment through entrepreneurship [10], [11].

2.2 Growth Mindset

The concept of growth mindset was introduced by Carol Dweck, who explained that individuals with a growth mindset believe that abilities and intelligence can be developed through effort, learning, and persistence [12], [13]. A growth mindset influences motivation, resilience, and the willingness to take risks—traits strongly associated with entrepreneurial behavior. Research shows that individuals with a growth mindset are more likely to view challenges as opportunities rather than threats, making them more inclined to pursue entrepreneurial careers [12], [14]. In entrepreneurship education, cultivating a growth mindset has been linked to higher entrepreneurial intentions because it encourages creativity, problem-solving, and adaptive thinking.

2.3 Self-Efficacy

Self-efficacy, developed within Bandura's Social Cognitive Theory, refers to an individual's belief in their capacity to execute actions required to achieve specific outcomes [15], [16]. Entrepreneurial self-efficacy specifically reflects confidence in performing entrepreneurial tasks such as opportunity recognition, planning, and risk management. Studies consistently show that self-efficacy is a strong predictor of entrepreneurial intentions because it shapes individuals' perceptions of their ability to navigate uncertainties and challenges in entrepreneurship [17]–[19]. In the Indonesian context, where entrepreneurial risk can be perceived as high due to market volatility, self-efficacy significantly influences the decision to pursue entrepreneurship.

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2.4 Innovative Environment

The innovative environment is defined as a setting that supports creativity, experimentation, and the development of new ideas. It encompasses the availability of technological tools, institutional support, access to information, coworking spaces, mentorship, and a culture that encourages innovation [20], [21]. A supportive innovative environment reduces barriers to entrepreneurship by providing resources and networks that facilitate entrepreneurial activities. Prior research indicates that individuals within innovation-driven ecosystems, such as digital hubs or academic institutions, exhibit stronger entrepreneurial intentions [22], [23]. Indonesia's increasingly dynamic digital economy and startup ecosystem highlight the importance of an innovative environment as a contextual predictor of entrepreneurial motivation.

2.5 Achievement Motivation

Achievement motivation is the internal drive to accomplish challenging goals, strive for excellence, and attain high performance. McClelland's Need for Achievement Theory positions achievement motivation as a key determinant of entrepreneurial behavior, as entrepreneurs often possess a strong desire to reach targets and overcome obstacles [24], [25]. Individuals with high achievement motivation are more proactive, persistent, and willing to take risks—characteristics that align closely with entrepreneurial activities [26], [27]. Moreover, achievement motivation may function as a mediating variable that links psychological traits (such as growth mindset and self-efficacy) to entrepreneurial intentions. Research suggests that individuals with a strong achievement drive are more likely to translate their beliefs and environmental support into entrepreneurial action.

2.6 Research Framework

Based on the reviewed literature, this study posits that growth mindset, self-efficacy, and an innovative environment significantly influence entrepreneurial intentions, with achievement motivation acting as a mediating variable that strengthens these relationships. Empirical findings show that a growth mindset enhances adaptability and resilience crucial for entrepreneurship (Fitri et al., 2025), while also stimulating motivation and creativity that reinforce entrepreneurial intentions (Fitri et al., 2025). Similarly, self-efficacy has been strongly associated with individuals' confidence in handling entrepreneurial challenges (Alfattama et al., 2025; Elitha & Purba, 2020) and serves as a mediator in the link between entrepreneurial education and intentions, amplifying the impact of educational interventions (Ariella et al., 2023). An innovative environment further supports entrepreneurial intentions by providing resources, networks, and opportunity awareness (Alfattama et al., 2025), and in the Indonesian context, these effects are strengthened through digital tools and pro-startup policies (Ariella et al., 2023).

Achievement motivation plays a pivotal role in explaining how these psychological traits and supportive environments translate into entrepreneurial intentions. It reinforces the influence of growth mindset by encouraging individuals to pursue ambitious goals and persevere in improving their abilities (Fitri et al., 2025). Achievement motivation also strengthens the effect of self-efficacy by enhancing individuals' confidence in attaining entrepreneurial success, and it is stimulated by innovative environments that offer creative challenges and opportunities for excellence (Fitri et al., 2025). Together, these relationships establish a strong theoretical foundation for examining the psychological and environmental drivers of entrepreneurial intentions in Indonesia, forming the basis for the research methodology and empirical analysis that follow.

Based on the research framework, the following hypotheses were formulated:
H1: Growth mindset has a positive and significant effect on entrepreneurial intentions.
H2: Self-efficacy has a positive and significant effect on entrepreneurial intentions.
H3: Innovative environment has a positive and significant effect on entrepreneurial intentions.
H4: Growth mindset has a positive and significant effect on achievement motivation.
H5: Self-efficacy has a positive and significant effect on achievement motivation.
H6: Innovative environment has a positive and significant effect on achievement motivation.
H7: Achievement motivation positively and significantly influences entrepreneurial intentions.
H8: Achievement motivation mediates the relationship between growth mindset and entrepreneurial intentions.
H9: Achievement motivation mediates the relationship between self-efficacy and entrepreneurial intentions.
H10: Achievement motivation mediates the relationship between innovative environment and entrepreneurial intentions.

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3. Research Methods

3.1 Research Design

This study employs a quantitative research design to analyze the influence of growth mindset, self-efficacy, and innovative environment on entrepreneurial intentions in Indonesia, with achievement motivation serving as a mediating variable. The quantitative approach is appropriate because it allows for objective measurement of variables, statistical testing of hypotheses, and generalization of findings to the broader population. Data were analyzed using Structural Equation Modeling–Partial Least Squares (SEM-PLS 3), which is suitable for complex causal models and relatively small to medium sample sizes.

3.2 Population and Sample

The population of this study includes individuals in Indonesia who have potential interest in entrepreneurship, such as university students, young professionals, and early-career individuals. Using a purposive sampling technique, 135 respondents were selected to participate in the study. The sample size meets the minimum requirement for SEM-PLS analysis, which typically requires at least 100 respondents or 10 times the largest number of structural paths pointing at a latent variable.

3.3 Data Collection Technique

Data were collected through an online questionnaire distributed via digital platforms such as Google Forms, WhatsApp, and various social media channels. Respondents participated voluntarily and completed the questionnaire anonymously to ensure privacy and minimize response bias. The instrument included demographic questions alongside statements designed to measure each construct using a Likert scale.

All variables in this study were assessed using a Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree). The constructs measured include Growth Mindset (GM), which captures beliefs about learning, intelligence development, and resilience; Self-Efficacy (SE), reflecting confidence in performing tasks and initiating entrepreneurial activities; Innovative Environment (IE), covering access to creative resources, technological support, and collaboration opportunities; Achievement Motivation (AM), encompassing goal orientation, persistence, and desire for excellence; and Entrepreneurial Intentions (EI), which reflects the desire, readiness, and commitment to start a business. Each construct consists of multiple indicators adopted and adapted from validated instruments in prior literature.

3.5 Instrument Validity and Reliability

Prior to data analysis, the measurement model was evaluated to ensure instrument quality by assessing convergent validity using factor loadings (>0.70) and Average Variance Extracted (AVE >0.50), discriminant validity through the Fornell-Larcker criteria and HTMT values (<0.90), and internal consistency reliability using Cronbach's Alpha and Composite Reliability (CR >0.70); indicators that failed to meet these thresholds were removed from further analysis.

3.6 Data Analysis Technique

Data analysis was conducted using SmartPLS version 3 following the two-step SEM-PLS approach, beginning with the measurement model (outer model) analysis to assess indicator quality through factor loadings, AVE, composite reliability, Cronbach's Alpha, and discriminant validity using the Fornell-Larcker and HTMT criteria. The second stage, structural model (inner model) analysis, evaluated the research hypotheses by examining path coefficients (β), t-statistics and p-values obtained through bootstrapping with 5,000 resamples, R-square (R^2) values for endogenous variables, effect size (f^2), and predictive relevance (Q^2). A hypothesis was deemed significant when the t-statistic exceeded 1.96 at the 95% confidence level ($p < 0.05$).

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4. Results and Discussions

4.1 Descriptive Statistics

Descriptive statistics were used to provide an overview of the respondents' demographic characteristics and the general tendencies of each research variable. A total of 135 respondents participated in this study, with most belonging to the young adult age group (18–22 years: 42%; 23–27 years: 38%), indicating strong entrepreneurial interest among early adults. The gender distribution was relatively balanced, consisting of 55% male and 45% female participants. In terms of education, most respondents had a bachelor's degree (60%), followed by senior high school/vocational education (15%), master's degree or higher (13%), and diploma holders (12%), reflecting a sample with substantial exposure to academic environments where innovation and entrepreneurship are commonly encouraged.

Descriptive statistics for the research variables were measured using Likert-scale responses and analyzed through mean and standard deviation values. Growth Mindset (GM) showed a mean of 4.12 (SD = 0.58), indicating strong beliefs in learning and capability development. Self-Efficacy (SE) recorded a mean of 4.20 (SD = 0.55), reflecting high confidence in performing entrepreneurial tasks. The Innovative Environment (IE) variable had a mean of 4.05 (SD = 0.62), suggesting that respondents perceived their surroundings as supportive of creativity and innovation. Achievement Motivation (AM) scored a mean of 4.18 (SD = 0.57), showing strong internal drive to achieve goals and excel. Entrepreneurial Intentions (EI) had a mean of 4.10 (SD = 0.60), indicating strong readiness and interest in starting a business among respondents.

4.2 Measurement Model (Outer Model) Evaluation

The measurement model evaluation includes convergent validity, internal consistency reliability, and discriminant validity, with SmartPLS 3 used to generate the statistical outputs; convergent validity in particular was assessed through factor loadings, Average Variance Extracted (AVE), and Composite Reliability (CR).

Table 1. Factor Loadings of Each Construct

Construct	Indicator	Loading
Growth Mindset (GM)	GM1	0.814
	GM2	0.846
	GM3	0.783
	GM4	0.835
Self-Efficacy (SE)	SE1	0.867
	SE2	0.882
	SE3	0.824
	SE4	0.856
Innovative Environment (IE)	IE1	0.792
	IE2	0.824
	IE3	0.776
	IE4	0.812
Achievement Motivation (AM)	AM1	0.844
	AM2	0.877
	AM3	0.832
	AM4	0.806
Entrepreneurial Intentions (EI)	EI1	0.857
	EI2	0.883
	EI3	0.834
	EI4	0.876

Table 1 presents the factor loadings for all indicators across the five constructs, demonstrating strong convergent validity in the measurement model. All loading values exceed the recommended threshold of 0.70, indicating that each indicator adequately represents its respective latent variable. The Growth Mindset (GM) indicators load between 0.783 and 0.846, reflecting consistent measurement of beliefs about learning and resilience. Self-Efficacy

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(SE) shows particularly strong loadings ranging from 0.824 to 0.882, suggesting that respondents clearly distinguished their confidence in performing entrepreneurial tasks. The Innovative Environment (IE) indicators also load satisfactorily between 0.776 and 0.824, capturing respondents' perceptions of resource availability and innovation support. Achievement Motivation (AM) demonstrates high loadings from 0.806 to 0.877, confirming that the indicators effectively represent goal orientation and persistence. Lastly, Entrepreneurial Intentions (EI) shows robust loadings between 0.834 and 0.883, indicating strong consistency in measuring respondents' readiness and commitment to entrepreneurship.

The reliability and validity statistics further reinforce the quality of the measurement model. All constructs exceed the required thresholds, with Cronbach's Alpha values ranging from 0.835 to 0.892 and Composite Reliability (CR) values from 0.882 to 0.933, each surpassing the minimum criterion of 0.70. Similarly, the Average Variance Extracted (AVE) values, which range from 0.656 to 0.768, are all above 0.50, confirming adequate convergent validity. Given that all indicators and constructs satisfy the criteria for factor loadings (>0.70), AVE (>0.50), CR (>0.70), and Cronbach's Alpha (>0.70), the results indicate that the convergent validity of the measurement model is fully achieved. Discriminant validity was assessed using Fornell–Larcker Criterion and HTMT Ratio.

Table 2. Fornell–Larcker Criterion

Construct	GM	SE	IE	AM	EI
Growth Mindset (GM)	0.824				
Self-Efficacy (SE)	0.585	0.862			
Innovative Environment (IE)	0.556	0.633	0.812		
Achievement Motivation (AM)	0.622	0.672	0.643	0.856	
Entrepreneurial Intentions (EI)	0.593	0.715	0.605	0.734	0.873

All diagonal values (√AVE) exceed the corresponding correlations between constructs, indicating strong discriminant validity based on the Fornell–Larcker criterion, and the HTMT results further support this conclusion, with all construct pairs—such as GM–SE (0.685), GM–AM (0.715), SE–EI (0.821), and AM–EI (0.846)—showing values below the 0.90 threshold; together, these findings confirm that each construct is empirically distinct and that discriminant validity is fully satisfied.

4.3 Structural Model (Inner Model) Evaluation

Structural model evaluation aims to examine the relationships among latent variables within the SEM-PLS framework by assessing the coefficient of determination (R^2), predictive relevance (Q^2), effect size (f^2), and hypothesis testing through path coefficients and t-statistics using bootstrapping. The results provide insight into how growth mindset, self-efficacy, innovative environment, and achievement motivation influence entrepreneurial intentions. The R^2 values indicate moderate to strong explanatory power, with growth mindset, self-efficacy, and innovative environment collectively explaining 53.2% of the variance in achievement motivation, while achievement motivation together with these three exogenous variables explains 61.4% of the variance in entrepreneurial intentions. These results surpass the minimum threshold of 0.25, demonstrating that the model has sufficient explanatory strength.

Predictive relevance was assessed using the blindfolding procedure, with Q^2 values greater than zero confirming that the model has strong predictive capability. Achievement Motivation recorded a Q^2 value of 0.374 and Entrepreneurial Intentions achieved 0.429, both of which fall within the desirable range and indicate good predictive relevance. Collectively, these findings demonstrate that the model not only explains a substantial portion of variance in the endogenous variables but also possesses strong predictive accuracy, supporting the robustness of the structural relationships prior to evaluating effect sizes (f^2).

Table 3. Effect Sizes

Relationship	f^2 Value	Interpretation
Growth Mindset → Achievement Motivation	0.128	Medium effect
Self-Efficacy → Achievement Motivation	0.214	Medium-to-large effect
Innovative Environment → Achievement Motivation	0.087	Small-to-medium effect
Growth Mindset → Entrepreneurial Intentions	0.056	Small effect
Self-Efficacy → Entrepreneurial Intentions	0.173	Medium effect
Innovative Environment → Entrepreneurial Intentions	0.091	Small-to-medium effect
Achievement Motivation → Entrepreneurial Intentions	0.261	Large effect

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Table 3 presents the effect sizes (f^2) for each structural relationship, showing varying degrees of influence among the constructs. Growth Mindset demonstrates a medium effect on Achievement Motivation ($f^2 = 0.128$), while Self-Efficacy exerts a medium-to-large effect ($f^2 = 0.214$), indicating its relatively stronger role in shaping individuals' motivation to achieve. The Innovative Environment shows a small-to-medium effect on Achievement Motivation ($f^2 = 0.087$), suggesting that environmental support contributes meaningfully but not as strongly as psychological factors. Regarding direct effects on Entrepreneurial Intentions, Growth Mindset exhibits a small effect ($f^2 = 0.056$), while Self-Efficacy displays a medium effect ($f^2 = 0.173$), reaffirming its position as a key psychological driver of entrepreneurial readiness. The Innovative Environment's impact on Entrepreneurial Intentions falls within the small-to-medium range ($f^2 = 0.091$), highlighting the role of supportive contexts in encouraging entrepreneurial engagement.

The largest effect size appears in the relationship between Achievement Motivation and Entrepreneurial Intentions ($f^2 = 0.261$), indicating a strong and substantial contribution of motivational factors to the intention to pursue entrepreneurship. This finding reinforces the mediating importance of Achievement Motivation within the model. Hypothesis testing was conducted using the bootstrapping technique with 5,000 subsamples to assess the significance of each structural path. A hypothesis is considered significant when the resulting t-statistic exceeds 1.96 and the p-value is below 0.05, ensuring rigorous evaluation of direct and indirect effects within the structural model.

Table 4. Bootstrapping

	Path	β Coefficient	t-Statistic	p-Value	Conclusion
H1	Growth Mindset → Entrepreneurial Intentions	0.162	2.314	0.021	Supported
H2	Self-Efficacy → Entrepreneurial Intentions	0.297	3.812	0.000	Supported
H3	Innovative Environment → Entrepreneurial Intentions	0.184	2.667	0.008	Supported
H4	Growth Mindset → Achievement Motivation	0.287	3.221	0.001	Supported
H5	Self-Efficacy → Achievement Motivation	0.396	4.518	0.000	Supported
H6	Innovative Environment → Achievement Motivation	0.241	2.956	0.003	Supported
H7	Achievement Motivation → Entrepreneurial Intentions	0.424	5.103	0.000	Supported

Table 4 presents the bootstrapping results, showing that all seven hypotheses are statistically supported with t-statistics exceeding 1.96 and p-values below 0.05. Growth Mindset, Self-Efficacy, and Innovative Environment each exhibit significant direct effects on Entrepreneurial Intentions (H1–H3), indicating that cognitive beliefs, confidence in personal capability, and supportive contextual conditions all contribute meaningfully to the desire to pursue entrepreneurship. Similarly, the three exogenous variables also significantly influence Achievement Motivation (H4–H6), demonstrating that individuals with a strong growth mindset, higher self-efficacy, and exposure to an innovative environment tend to have stronger motivation to achieve. Among all direct effects, Achievement Motivation shows the strongest influence on Entrepreneurial Intentions (H7, $\beta = 0.424$, $t = 5.103$), confirming its crucial role in shaping entrepreneurial aspirations.

Overall, the bootstrapping results confirm that psychological attributes (growth mindset and self-efficacy), environmental factors (innovative environment), and internal motivational drive (achievement motivation) collectively shape entrepreneurial intentions in the Indonesian context. The significance of all structural paths supports the theoretical framework and highlights the interconnected nature of mindset, confidence, environmental support, and motivational strength in fostering entrepreneurial readiness. These findings form a strong foundation for subsequent mediation analysis, where Achievement Motivation is evaluated further as a mediating variable through specific indirect effects.

Table 5. Indirect Effect

Mediated Path	Indirect Effect (β)	t-Statistic	p-Value	Conclusion
Growth Mindset → Achievement Motivation → Entrepreneurial Intentions	0.122	2.843	0.005	Mediated (Significant)
Self-Efficacy → Achievement Motivation → Entrepreneurial Intentions	0.168	3.964	0.000	Mediated (Significant)
Innovative Environment → Achievement Motivation → Entrepreneurial Intentions	0.102	2.518	0.012	Mediated (Significant)

These results confirm that achievement motivation acts as a significant mediator, strengthening the effects of growth mindset, self-efficacy, and innovative environment on entrepreneurial intentions.

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4.4 Discussion

The results of this study provide a comprehensive understanding of the factors influencing entrepreneurial intentions in Indonesia. The findings highlight the significant roles of psychological factors—growth mindset and self-efficacy—and environmental aspects, particularly the innovative environment. Additionally, achievement motivation plays a crucial mediating role that strengthens the influence of these variables on entrepreneurial intentions. Together, these results offer important theoretical, empirical, and contextual insights into how individual beliefs, capabilities, and environmental support shape entrepreneurial aspirations.

The analysis demonstrates that growth mindset significantly influences entrepreneurial intentions, both directly and indirectly through achievement motivation. Individuals who believe that abilities can be developed through effort are more willing to take risks, embrace challenges, and persist when facing business difficulties. This finding aligns with [28]–[30], which posits that individuals with a growth mindset view obstacles as learning opportunities. In the Indonesian context—characterized by market competition, economic uncertainty, and dynamic industry changes—a growth mindset becomes particularly relevant. The indirect effect further indicates that growth-oriented individuals feel a stronger internal drive to achieve, thereby reinforcing their intention to pursue entrepreneurship.

Self-efficacy also emerges as one of the strongest predictors of entrepreneurial intentions, reflecting both direct and indirect effects. This supports Bandura's (1997) assertion that individuals with strong belief in their capabilities are more likely to engage in complex and challenging behaviors such as entrepreneurship. High self-efficacy encourages individuals to confidently execute entrepreneurial tasks, manage ambiguity, and persist in the face of obstacles. The mediation pathway shows that self-efficacious individuals tend to develop higher achievement motivation. In Indonesia, where young entrepreneurs often face barriers such as limited resources, market access issues, and regulatory complexities, confidence in one's ability becomes a critical factor in sustaining entrepreneurial intentions.

The innovative environment likewise plays a significant role by providing technological access, collaborative networks, and institutional support that foster entrepreneurial behavior. This finding aligns with ecological systems theory, which emphasizes how external environments shape individual actions. Indonesia's rapidly growing digital ecosystem—through startup hubs, innovation centers, and government-led entrepreneurial programs—creates conditions that enhance opportunity awareness. The indirect effect via achievement motivation suggests that a supportive environment not only offers resources but also stimulates individuals' internal drive to excel. Overall, achievement motivation functions as a key mediating variable that amplifies the impact of psychological and environmental factors, consistent with McClelland's (1961) theory that individuals with strong motivation to achieve are more inclined to engage in entrepreneurial activities. This underscores that in Indonesia's competitive and evolving entrepreneurial landscape, internal motivation is essential for transforming personal beliefs and environmental opportunities into concrete entrepreneurial intentions.

4.4.1 Theoretical Implications

This study contributes to entrepreneurial intention theory by integrating psychological and environmental perspectives to provide a more comprehensive explanation of entrepreneurial behavior, confirming the significant mediating role of achievement motivation in strengthening the psychological pathway mechanisms, and offering empirical support for the applicability of Mindset Theory, Social Cognitive Theory, and Achievement Motivation Theory within the Indonesian entrepreneurial context.

4.4.2 Practical Implications

The findings offer several practical implications for policymakers, educators, and entrepreneurship development institutions, including the need for entrepreneurship education programs that strengthen growth mindset and self-efficacy through experiential learning, real-world business simulations, and mentoring; continued efforts by government and private sectors to develop innovative environments such as business incubators, digital platforms, and access to technological resources; and the integration of achievement motivation development into entrepreneurship training programs to cultivate strong internal drive among aspiring entrepreneurs.

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5. Conclusion

This study provides empirical evidence on the influence of psychological and environmental factors on entrepreneurial intentions in Indonesia. The findings show that growth mindset, self-efficacy, and an innovative environment all have significant positive effects on entrepreneurial intentions. Individuals who believe in their ability to grow, possess strong confidence in their capabilities, and operate within supportive, innovation-driven environments exhibit stronger entrepreneurial aspirations. Achievement motivation serves as a crucial mediating mechanism, reinforcing the effects of these predictors and illustrating that internal drive and the desire to achieve excellence play essential roles in transforming psychological strength and environmental support into entrepreneurial ambition. Among all variables, self-efficacy and achievement motivation emerge as the strongest influences, highlighting the importance of personal belief and motivational factors in shaping entrepreneurial decision-making. Theoretically, this study enriches the literature by integrating mindset theory, social cognitive theory, and achievement motivation theory into a unified entrepreneurial intention framework. Practically, the results suggest that entrepreneurship education, government programs, and institutional initiatives should prioritize strengthening individual mindset, building confidence, and fostering innovation-supportive environments. In addition, developing achievement motivation through targeted training, mentoring, and experiential learning is essential to foster entrepreneurial readiness. Overall, enhancing entrepreneurial intentions in Indonesia requires a holistic approach that combines psychological development, motivational reinforcement, and environmental support, ultimately contributing to the growth of innovative and resilient entrepreneurs capable of driving economic progress and sustainable development.

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