

# The Effect of Entrepreneurial Factors on the Realization of Sustainable Development Goals (SDG) and Sustainability in Indonesia's SMEs

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## ABSTRACT

The International Monetary Fund (IMF) predicts Indonesia with lower economic growth than other countries in South Asia. This problem can be addressed by understanding the values of Sustainable Development Goals (SDG) 8 about decent work and economic growth. However, previous research has not identified entrepreneurial factors that drive SDG 8 and how they affect sustainability. The research aimed to analyze the interrelationships of entrepreneurial factors in realizing SDG 8 and sustainability scientifically and systematically to fill the gap. The research applied a quantitative method. Small and Medium-Sized Enterprises (SMEs) in Bandung were selected as the research population using the purposive sampling method. Questionnaires were distributed to 153 SMEs as a data collection method. A seven-point Likert scale was used to measure respondents' agreement for each item or statement. Then, the data were processed using PLS-SEM. The research finds that entrepreneurial intentions and behavior are entrepreneurial factors with a significant positive effect on SDG 8. In addition, SDG 8 has a significant positive effect on sustainability (social, economic, and environmental). Last, the research also contributes to increasing the entrepreneurs' awareness in understanding the importance of motivation, entrepreneurial intentions, and SDG 8 to realize sustainable SMEs.

**Keywords:** entrepreneurial factors, Sustainable Development Goals (SDG), sustainability, Small and Medium-Sized Enterprises (SMEs)

## INTRODUCTION

At the end of 2021, the International Monetary Fund (IMF) corrected its projections for economic growth in Southeast Asia and globally. The IMF predicted Indonesia to have lower economic growth than other South Asian countries. It also received a correction to lower the projection for economic growth in 2021 to 3,2%, from the previous 3,9%. (Pratama, 2021). One of the causes of this decline was the spread of Covid-19 in Indonesia.

In addition, Covid-19 has caused economic growth to slow down in many sectors, leading to increased unemployment and inappropriate work (Oktora, Lolita, Ismail, Novesar, & Bon, 2020). In relation to the issue of economic growth and

unemployment, the Sustainable Development Goals (SDGs) have succeeded in raising awareness and building momentum to take collective action as outlined in SDG 8 about decent work and economic growth (Kreinin & Aigner, 2021). Currently, sustainability is the word most often associated with economic growth (Gogu et al., 2021). Therefore, the research seeks to analyze whether today's society is concerned with sustainable development and not only aims at pure economic growth. This issue has continued to be a growing concern (Gogu et al., 2021).

Enterprise seeks to execute the notion of sustainable development consisting of three aspects. There are economic, social, and environmental aspects. Those are commonly referred to as sustainability (Onoufriou, 2020). Then, SDG 8 aims to look at

indicators that can measure people's progress toward social and environmental well-being while also being relevant to economic growth and employment (Kreinin & Aigner, 2021).

Current research should urgently address Indonesia's concerns regarding economic growth and decent work, as they are often highlighted as key aspects in the conceptualization of sustainability and employment (Ioannides, Gyimóthy, & James, 2021). In today's global context, entrepreneurship is recognized as an engine of economic growth, competitiveness, and employment in the economy of many countries to answer this problem (Baciu, Vîrgă, Lazăr, Gligor, & Jurcuț, 2020). Entrepreneurship is widely seen as an essential tool for developing the economy, so scholars and governments assume that entrepreneurial growth will naturally result in economic growth and employment (Lecuna, Cohen, & Chavez, 2017). Because entrepreneurial activities contribute to economic growth and job creation, they substantially impact a country's economic development, competitiveness, and long-term viability (Baciu et al., 2020). Since entrepreneurial activity is considered an essential factor of economic growth, previous studies have sought to understand how a person becomes an entrepreneur and encourages entrepreneurship. It is necessary to comprehend entrepreneurial motivation to understand this situation.

According to He, Bai, and Xiao (2020), intrinsic or extrinsic motivation is defined by an entrepreneur's perspective and referred to as motivation. Entrepreneurial motivation is translated into entrepreneurial behavior in entrepreneurs, which they train through the creation of enterprises (Nhemachena & Murimbika, 2018). Furthermore, one's entrepreneurial drive is directly linked to intrinsic or extrinsic motivation, which is internal to oneself and is determined by an entrepreneur's thoughts and objectives (Bao & Dou, 2021). Thus, entrepreneurial motivation is the driving force for entrepreneurial intentions (He et al., 2020). Individuals' entrepreneurial intention can be characterized as a cognitive representation of the actions they will take to start new businesses or add value to current enterprises (Ahmed, Amponsah, & Johnson, 2019). In addition, intention is a significant determinant of a person's decision-making behavior (Baciu et al., 2020).

However, as a dynamically developing science, previous research on entrepreneurship has not answered questions related to the role of entrepreneurial intentions, behavior, potential, and motivation in increasing economic growth at local and global levels (Gódnány, Machová, Mura, & Zsigmond, 2021). Some researchers argue that differences regarding the integration of sustainability in enterprises are primarily explained by entrepreneur motivation and intentions, which are the basis of entrepreneurial decisions (Font, Garay, & Jones, 2016). According to Anand, Argade, Barkemeyer, and Salignac (2021), while some studies specifically examine and understand sustainable entrepreneurship and innovation as solutions for better

sustainable development, others overlook the fact that sustainable entrepreneurship reflects mainstream entrepreneurship in a context where entrepreneurial motivation develop into interactions with the environment. From the explanation mentioned, the gaps from previous research are answered and become a novelty for the research. Thus, the research aims to analyze how entrepreneurial motivation develops into entrepreneurial intentions and behavior to help realize SDG 8 and sustainability in SMEs in Indonesia. The hypotheses formulated are as follows.

- H1: Entrepreneurial motivation has a significant positive effect on entrepreneurial intention.
- H2: Entrepreneurial motivation has a significant positive effect on entrepreneurial behavior.
- H3: Entrepreneurial intention has a significant positive effect on SDG 8.
- H4: Entrepreneurial behavior has a significant positive effect on entrepreneurial SDG 8.
- H5: SDG 8 has a significant positive effect on social sustainability.
- H6: SDG 8 has a significant positive effect on economic sustainability.
- H7: SDG 8 has a significant positive effect on environmental sustainability.

## METHODS

The research applies a quantitative method. The research paradigm is positivism because the research can be measured with quantitative measurement and a highly structured data collection method through a survey. The time horizon of the research is cross-sectional because data collection has been carried out for three months (Dec 2021–Feb 2022).

The research used a purposive sampling method and chose SMEs in Bandung as research respondents to fulfill the research objectives. SMEs are selected because they play an important role in most economies, especially in developing countries (The World Bank, 2022). Bandung has the most SMEs in Indonesia (Reza, 2019). This statement is supported by data from SMESCO Indonesia, which is a brand of the Cooperative and SME Marketing Service Institute (LLP-KUKM) from the Ministry of Cooperatives and SMEs of the Republic of Indonesia. It states that of the 72.944 SMEs registered in Indonesia, Bandung is in the first position for the most SMEs in Indonesia, with 5.014 SMEs. Then, Bogor has a fairly large range in the second position with 2.675 SMEs (SMESCO, 2022). Thus, the sampling from Bandung SMEs is considered to represent other SMEs in Indonesia. The research only relies on primary data by sending an online questionnaire to SMEs in Bandung via emails and WhatsApp groups. Of 177 data collected from online questionnaire distribution, 153 are valid and credible data. The number of respondents in the research follows the rule of thumb, which is ten times the greatest number of formative indicators used to assess a single construct (Hair, Hollingsworth,

Randolph, & Chong, 2017).

A seven-point Likert scale measures respondents' agreement for each item or statement. This indicator is selected based on adopted and modified previous research according to the research context. There are 27 indicators in the questionnaire to represent seven constructs in the research. One represents "strongly disagree", and seven represent "strongly agree". All indicators and measurements can be seen in Table 1.

The research uses PLS-SEM to analyze the data because, in the fields of management science

and behavioral research, this software has been used as a resolution method (Shahzad, Qu, Zafar, Rehman, & Islam, 2020). PLS-SEM can also examine the correlation between constructs in interrelated dependency relationships and between constructs and their variance-based measures (Awallia & Famiola, 2021). The research framework in Figure 1 is generated from a literature review and tested in two stages. First, it tests the reliability and validity between indicators and constructs in the model. Second, it evaluates the fit model and tests the hypothesis.

Table 1 The Measurement of Indicators

Constructs	Code	Indicators	Sourced and Modified from
		<b>You founded this SME for the following reasons:</b>	
Entrepreneurial Motivation	EM1	You fulfill personal vision.	Nhemachena and Murimbika (2018)
	EM2	You have identified a market opportunity.	
	EM3	You want to create jobs for the community.	
	EM4	You want to have a positive impact in the form of improving the community's welfare.	
	EM5	You want to contribute to improving the quality of the environment.	
Entrepreneurial Intention	EI1	Choosing to be an entrepreneur is your decision.	Anjum, Heidler, Amoozegar, and Anees (2021)
	EI2	You prefer to be an entrepreneur than an employee in a company.	
	EI3	You want the freedom to express yourself in your business.	
	EI4	You intend to grow your business in the future.	
Entrepreneurial Behavior		<b>As an entrepreneur:</b>	
	EB1	You know how to do market research.	Gieure, Del Mar Benavides-Espinosa, and Roig-Dobón (2020)
	EB2	You know how to start a new business.	
	EB3	You have experience in starting a new business.	
EB4	You can develop a business plan.		
SDG 8: Decent Work and Economic Growth	SDG8.1	You do not employ minors.	United Nations (2022)
	SDG8.2	You protect workers' rights.	
	SDG8.3	You guarantee a safe work environment for all workers.	
	SDG8.4	You focus on profitable sectors to achieve higher levels of economic productivity.	
	SDG8.5	You focus on labor-intensive sectors to achieve higher levels of economic productivity.	
Social Sustainability	SS1	In this pandemic era, your company cares about complaints from consumers.	Agrawal and Singh (2020)
	SS2	In this pandemic era, your company cares about the health of consumers who buy your products.	
	SS3	In this pandemic era, your company is very concerned about the safety of consumers who buy your products.	
Environmental Sustainability	ES1	In this pandemic era, your company optimizes the use of raw materials.	Agrawal and Singh (2020)
	ES2	Your company strives to reduce waste.	
	ES3	Your company uses recyclable packaging.	
Economic Sustainability	EcS1	In this pandemic era, your company is trying to optimize logistics costs.	Agrawal and Singh (2020)
	EcS2	In this pandemic era, your company is trying to realize a return on your business investment.	
	EcS3	In this pandemic era, your company is trying to reduce the cost of raw materials.	

## RESULTS AND DISCUSSIONS

Respondents in the research are limited to managers and owners of SMEs in Bandung, with their characteristics summarized in Table 2. The analysis of characteristics focuses on the individual aspect because the research aims to analyze the extent to which the influence of entrepreneurial factors in an entrepreneur can help the realization of SDG 8 and sustainability within the enterprise. The questionnaire is evenly distributed to the male and female managers and owners, with as many as 74 and 79 people, respectively. Respondents are dominated by SME owners (76%) with the age of 21 to 30 years (45%) and a bachelor's degree (44%). An interesting finding from the data is that 21 owners and 8 managers/top-level positions in SMEs have a background of high school graduates (19%). Of these 29 people,

18 people understand SDG 8 about decent work and economic growth. It indicates that entrepreneurs with high school graduates have also received exposure to the concept of SDG 8 regarding decent work and economic growth.

The analysis begins with reliability testing. Cronbach's alpha and composite reliability scores are measures used to assess reliability. Cronbach's alpha is a statistic that researchers frequently use to demonstrate that the developed or accepted tests and scales for research projects fit the purpose (Taber, 2018). According to Taber (2018), alpha levels are moderate. It is still acceptable if the range is between 0,61 and 0,65. This value reflects the reliability of all indicators in the research model. Table 3 shows the composite reliability created as part of the SmartPLS output in this investigation. The reliability test result indicates that the research variables are reliable.

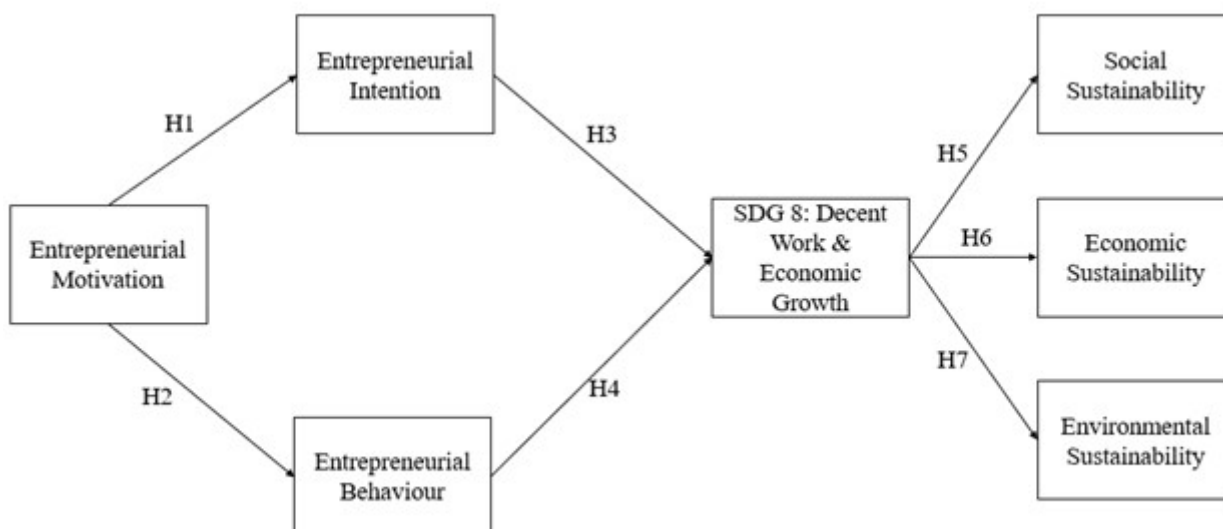


Figure 1 Conceptual Framework

Table 2 Respondents' Characteristics

		Total	Percentage
Gender	Male	74	48%
	Female	79	52%
Age	<20 years old	4	3%
	21-30 years old	69	45%
	31-40 years old	51	33%
	>40 years old	29	19%
Education	High school graduate	29	19%
	Associate's degree	25	16%
	Bachelor's degree	66	43%
	Master's degree	33	22%
Position	Manager / Top Level	36	24%
	Owner	117	76%

In addition, the assessment of the factor loading of each indicator must also be considered. According to Samuel, Siagian, and Octavia (2017), a practical rule of thumb is employed to assess if the factor loading for a construct is larger than 0,5. However, there are two measurements from SDG 8 with factor loading values below 0,5. These measurements need to be removed from the model because an inadequate factor loading means the measurements do not help to measure the constructs. After deleting these two measurements, the result for factor loadings is satisfactory, and each indicator is shown in Table 3.

When data are collected from individual SMEs via a self-report questionnaire, the possibility of a common method variation, which is a measurement mistake, is significant. It can result in incorrect conclusions (Ng, Kee, & Ramayah, 2020). As a result, testing for common technique bias is required. The implicit social desirability associated with responding to questions in a questionnaire in a particular way can cause common method bias. It causes the indicators to share a certain level of common variation (Kock, 2017). A Variance Inflation Factor (VIF) of more than 3,3 is

considered a symptom of pathological collinearity and a sign that a common method bias can taint a model. As a result, the model is free of common method bias if all VIFs from a complete collinearity test are equal to or less than 3,3 (Kock, 2017). Furthermore, thorough multicollinearity tests are carried out, and their VIFs are less than the acceptable threshold of 5 (Kock & Lynn, 2012). According to these two previous studies, a common method variance in the survey-based study is not an issue, and the model is free of common method bias. The result of the VIF value is presented in Table 3.

Furthermore, the validity test is divided into convergent validity (see Table 3) and discriminant validity (see Tables 4 and 5). Convergent validity is associated with the idea that a set of indicators represents a single latent variable. The average variance collected from the constructs is used to test their convergent validity. Average Variance Extracted (AVE) should be greater than 0,5 (Zainal, 2022). The result of the convergent validity test indicates no issue with validity. It can be seen in Table 3.

Table 3 The Result of Reliability and Convergent Validity

Constructs	Code	No of Item	Items Deleted	Composite Reliability	Cronbach's Alpha	Factor Loading	VIF	AVE
Entrepreneurial Motivation	EM1	5	0	0,90	0,86	0,83	2,09	0,64
	EM2					0,78	1,84	
	EM3					0,83	2,44	
	EM4					0,81	2,37	
	EM5					0,76	1,80	
Entrepreneurial Intention	EI1	4	0	0,91	0,87	0,83	2,21	0,72
	EI2					0,83	1,95	
	EI3					0,83	2,03	
	EI4					0,90	3,09	
Entrepreneurial Behavior	EB1	4	0	0,89	0,83	0,75	1,54	0,66
	EB2					0,85	2,12	
	EB3					0,79	1,64	
	EB4					0,87	2,26	
SDG 8: Decent Work and Economic Growth	SDG8.1	5	2	0,88	0,80	0,77	1,50	0,71
	SDG8.2					0,87	1,91	
	SDG8.3					0,88	1,93	
Social Sustainability	SS1	3	0	0,88	0,80	0,82	1,61	0,72
	SS2					0,84	1,74	
	SS3					0,87	1,87	
Environmental Sustainability	ES1	3	0	0,83	0,69	0,87	1,59	0,62
	ES2					0,87	1,72	
	ES3					0,60	1,19	
Economic Sustainability	EcS1	3	0	0,83	0,71	0,87	1,76	0,63
	EcS2					0,90	1,88	
	EcS3					0,57	1,18	

Fornell and Larcker are also used to evaluate the measurement model's discriminant validity (Fornell & Larcker, 1981). Discriminant validity is an additional concept that two conceptually different ideas must show adequate differences. The discriminant validity of the constructs has been established using the Fornell-Larcker criterion and cross-loadings: (1) each construct's AVE is bigger than its correlation with another construct, and (2) each item has the greatest impact on its linked construct (Hair et al., 2017). The result of the discriminant validity test shows that the combined set of indicators is not unidimensional. The result of the Fornell-Larcker criterion can be seen in Table 4.

In addition, the correlation of indicators across constructs that assess different phenomena is known as Heterotrait-Hetermethod correlation. It is also used to measure validity. Heterotrait-Monotrait Ratio (HTMT) values close to one indicate a lack of discriminant validity (Sujit & Rajesh, 2016). Researchers can check whether the upper limit of the 95% confidence interval of HTMT is lower than 0,9 (Hair, Risher, Sarstedt, & Ringle, 2019). Thus, it is emphasized that discriminant validity is very weak with an HTMT score above 0,9 (Ayed, 2020). In the research, the result of discriminant validity analysis is below 0,9 and produces satisfactory results. The result can be seen in Table 5.

There are seven hypotheses tested in the research. Hypothesis testing uses SmartPLS 3 software with a bootstrapping technique of 5.000 re-samples at a 95% confidence level. All hypotheses meet the provisions of t-value > 1,97 and p-value < 0,05. The results of hypothesis testing are shown in Table 6 and Figure 2.

H1 is accepted. It indicates that entrepreneurial motivation has a significant positive effect on entrepreneurial intention. An entrepreneur who has entrepreneurial motivation will trigger entrepreneurial intentions within the entrepreneur. According to Fischer, Mauer, and Brettel (2018), studying the development of entrepreneurial motivation from a process perspective can provide valuable insight into how and why entrepreneurs intend to achieve their sustainability goals over time. H2 is also accepted. Entrepreneurial motivation has a significant positive effect on entrepreneurial behavior. Thus, entrepreneurs with entrepreneurial motivation will be motivated to manage their enterprises to create value. It will be reflected in their behaviors which are also oriented toward entrepreneurial behavior. According to Adawiah, Echdar, Umar, Ardianto, and Putranto (2020), one of the efforts to explain how someone raises a desire to display certain behaviors is to understand motivation. Furthermore, related to the

Table 4 The Result of the Fornell-Larcker Criterion

	<b>EcS</b>	<b>EB</b>	<b>EI</b>	<b>EM</b>	<b>ES</b>	<b>SDG 8</b>	<b>SS</b>
<b>EcS</b>	0,797						
<b>EB</b>	0,533	0,815					
<b>EI</b>	0,610	0,584	0,850				
<b>EM</b>	0,561	0,700	0,751	0,802			
<b>ES</b>	0,635	0,540	0,525	0,585	0,789		
<b>SDG 8</b>	0,626	0,641	0,655	0,678	0,602	0,844	
<b>SS</b>	0,698	0,601	0,728	0,725	0,626	0,729	0,846

Note: Entrepreneurial Motivation (EM), Entrepreneurial Intention (EI), Entrepreneurial Behavior (EB), Social Sustainability (SS), Environmental Sustainability (ES), and Economic Sustainability (EcS).

Table 5 The Result of Heterotrait-Monotrait Ratio (HTMT)

	<b>EcS</b>	<b>EB</b>	<b>EI</b>	<b>EM</b>	<b>ES</b>	<b>SDG 8</b>	<b>SS</b>
<b>EcS</b>							
<b>EB</b>	0,678						
<b>EI</b>	0,755	0,684					
<b>EM</b>	0,715	0,821	0,869				
<b>ES</b>	0,844	0,682	0,648	0,736			
<b>SDG 8</b>	0,789	0,776	0,775	0,805	0,767		
<b>SS</b>	0,886	0,735	0,869	0,872	0,784	0,899	

Note: Entrepreneurial Motivation (EM), Entrepreneurial Intention (EI), Entrepreneurial Behavior (EB), Social Sustainability (SS), Environmental Sustainability (ES), and Economic Sustainability (EcS).

values of SDG 8, H3 is accepted. The entrepreneurial intention significantly positively affects SDG 8 about decent work and economic growth.

The results support previous studies where various academics, educators, and government officials see the intention of entrepreneurship because they believe it can encourage entrepreneurial activity to increase employment, development, and economic growth (Baciu et al., 2020). The results are also supported by previous research that entrepreneurial intention is a good predictor of a succession of entrepreneurial ventures that will stimulate a sustainable economy to grow (Bao & Dou, 2021). Entrepreneurs who have entrepreneurial intentions contribute to economic growth and job creation. They feel that they already have a trigger point for awareness of the importance of realizing the value of SDG 8.

H4 is accepted. It indicates that entrepreneurial behavior has a significant positive effect on SDG 8 about decent work and economic growth. The result is supported by previous research stating that analyzing people's entrepreneurial efforts and subsequent entrepreneurial behavior is critical for encouraging societal and economic growth and creating many job opportunities (Bao & Dou, 2021). Thus, the magnitude of people's efforts in shaping entrepreneurial behavior is as great as their efforts in realizing economic growth and decent work. The interesting insight from the hypothesis result is that from the t-value, the entrepreneurial intention has a more significant effect (t-value = 3,92) on SDG 8 compared to entrepreneurial behavior (t-value = 3,76). It implies that if someone tries to make something happen without being based on intentions, the existing attitudes and behaviors tend

to be temporary because their actions are not based on a solid foundation, namely intention. The Theory of Planned Behavior (TPB) supports this assertion, claiming that the most critical immediate determinant of behavior is a person's intention to perform or not conduct that behavior. Ajzen's grand theory regarding TPB explains how much effort someone puts into doing what they plan and how hard people are willing to carry out their plans that can be measured by intention, so the intention is a predictor of entrepreneurial behavior (Ajzen, 1991).

Furthermore, regarding sustainability, H5, H6, and H7 are accepted. SDG 8 about decent work and economic growth significantly affect social, economic, and environmental sustainability. Previous research supports this statement because decent work is vital for long-term sustainability. The goal must be sustainable work that incorporates components of social and environmental sustainability, along with morality, in accordance with the 2030 Agenda's goals (Krein & Aigner, 2021). The realization of SDG 8 values in SMEs help to realize social, economic, and environmental sustainability because the indicators in SDG 8 are formulated by considering these three things. According to Wiedmann, Lenzen, Keyßer, and Steinberger (2020), the selection criteria for SDG 8 must consider economic and social indicators and align with solid sustainability concepts and the latest environmental science. As a result, in addition to environmental concerns and consequences, the effects on the economy and society must be considered to achieve economic growth, welfare, and decent jobs (Krein & Aigner, 2021).

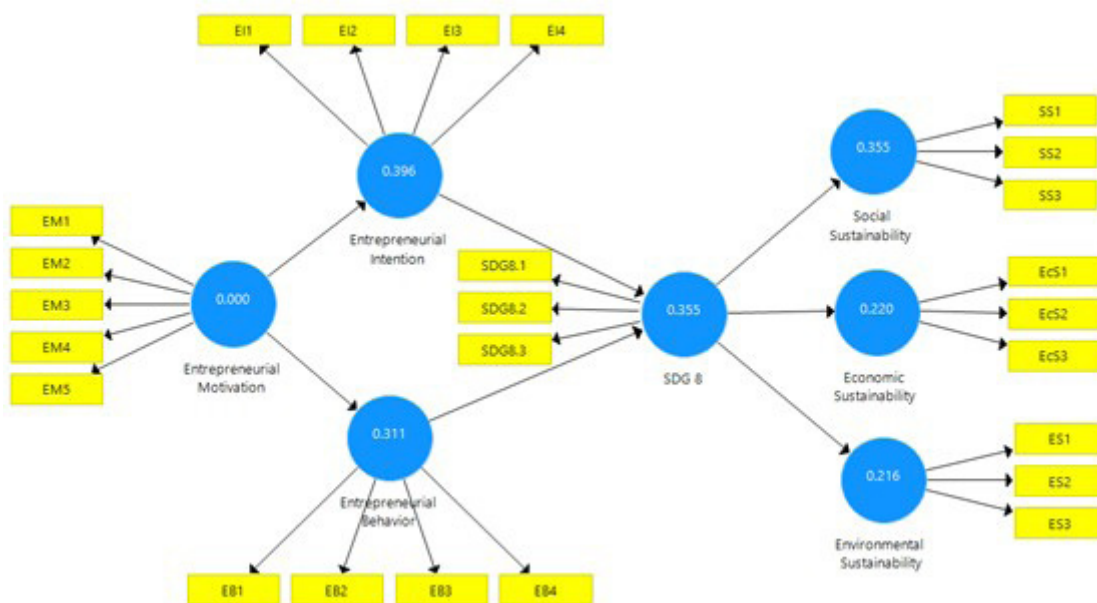


Figure 2 The Model of Entrepreneurial Factors in Embodying SDG 8 and Sustainability in SMEs in Indonesia

The coefficient of determination ( $R^2$ ) is a regularly used statistic for assessing the structural model's explanatory ability. The  $R^2$  criterion is the most basic and extensively used.  $R^2$  is commonly utilized as a predictive power measure. It indicates the variance explained in each endogenous construct (Hair et al., 2017). The higher the  $R^2$  score is, the more accurate the prediction will be.  $R^2$  values of 0,67, 0,33, and 0,19 are substantial, moderate, and weak, respectively (Chin et al., 2020). Because  $R^2$  only offers information on in-sample prediction, Stone-Geisser's  $Q^2$  is another commonly used metric. The smaller the difference between the predicted and original values is, the higher the  $Q^2$  value will be. The predictive relevance of the path model for the endogenous component is indicated by a  $Q^2$  score larger than zero (Hair, Risher, Sarstedt, & Ringle, 2019). The results of  $R^2$  and  $Q^2$  are shown in Table 7.

Based on the PLS-SEM result, all endogenous variables have an  $R^2$  value above 0,33. They are categorized as moderate. Thus, these constructs have moderate levels of predictive accuracy. Moreover, the  $Q^2$  score for all the endogenous constructs is greater than zero ( $Q^2 > 0$ ). The results indicate the predictive relevance to the path model.

## CONCLUSIONS

The research aims to analyze how entrepreneurial factors can develop and assist the realization of SDG 8 about decent work and economic growth and realize the sustainability of SMEs. The research results indicate a significant relationship between the sustainability of SMEs in Indonesia with SDG 8 and entrepreneurial factors. Thus, entrepreneurs not only need knowledge about business plans and how to conduct market research but also how to develop businesses in the future and create jobs for the community. Based on these capabilities, the values of SDG 8 are realized, and the sustainability of SMEs in social, environmental, and economic aspects can be achieved. As mentioned previously, entrepreneurship plays a vital role in economic growth and creating decent jobs. With the existing objectives, the research answers the gaps in previous research by providing quantitative test results regarding necessary entrepreneurial factors that must be developed to realize SDG 8 and sustainability. In addition, the research answers the gap from previous research, in which quantitative empirical research is needed to analyze how entrepreneurial motivation can encourage entrepreneurship that seeks to realize SDG values in developing countries.

Table 6 The Result of Hypothesis Testing

Hypotheses	Original Sample/ $\beta$	T Statistics	P-Value	Decision
H1 Entrepreneurial Motivation $\rightarrow$ Entrepreneurial Behavior	0,700	11,07	0,000	Accepted
H2 Entrepreneurial Motivation $\rightarrow$ Entrepreneurial Intention	0,751	13,81	0,000	Accepted
H3 Entrepreneurial Intention $\rightarrow$ SDG 8	0,426	3,92	0,000	Accepted
H4 Entrepreneurial Behavior $\rightarrow$ SDG 8	0,392	3,76	0,000	Accepted
H5 SDG 8 $\rightarrow$ Social Sustainability	0,729	8,98	0,000	Accepted
H6 SDG 8 $\rightarrow$ Economic Sustainability	0,626	7,23	0,000	Accepted
H7 SDG 8 $\rightarrow$ Environmental Sustainability	0,602	8,17	0,000	Accepted

Table 7 Predictive Relevance Based on  $R^2$  and  $Q^2$

	R-Squared	Adjusted R-Squared	$Q^2 (=1-SSE/SSO)$	Result
EI	0,564	0,561	0,396	Moderate
EB	0,490	0,487	0,311	Moderate
SDG 8	0,531	0,524	0,355	Moderate
SS	0,532	0,529	0,355	Moderate
ES	0,363	0,358	0,216	Moderate
EcS	0,392	0,388	0,220	Moderate

Note: Entrepreneurial Motivation (EM), Entrepreneurial Intention (EI), Entrepreneurial Behavior (EB), Social Sustainability (SS), Environmental Sustainability (ES), and Economic Sustainability (EcS).



SMEs in Indonesia often cannot survive the existing competition, so they do not have sustainability. Currently, sustainability is not only about economic sustainability but also social and environmental sustainability. This sustainability will be realized if SMEs in Indonesia can apply the values contained in SDG 8 regarding decent work and economic growth. From the discussion, several managerial implications are considered to be recommendations. First, entrepreneurs must identify their motivations and intentions if they want to start or run an SME. Determining these motivations and intentions will give entrepreneurs a solid foundation to develop their SMEs so they can survive, and the SME will have a long life by applying the values in SDG 8. Identifying the motivation and intentions of entrepreneurs can be done by attending training on how to be a good entrepreneur or webinars on how the SME criteria are currently needed and can support economic development. Then, it is hoped that the entrepreneurs will have entrepreneurial behavior that can increase SME sustainability by equipping them with the right entrepreneurial motivations and intentions.

Second, it is essential for entrepreneurs to equip themselves with the values of how SMEs can achieve decent work and economic growth. SMEs are one of the drivers of a country's economy. Hence, SMEs' sustainability is an essential factor that must be a concern for business owners and the government. The values contained in SDG 8 are one of the factors that sustainability in SMEs can be realized. Thus, entrepreneurs should get exposure to it. Moreover, government intervention is needed to get the same exposure for all entrepreneurs in a country. It is hoped that by instilling the values of SDG 8 regarding decent work and economic growth in entrepreneurs, they can create and develop SMEs that can reduce the unemployment rate and contribute to the country's economy.

Like previous studies, the research also has some limitations. First, the research analyzes the relationship between entrepreneurial factors, SDG 8, and sustainability without considering other mediating or moderating constructs. Hence, future research can explore the mediation and moderation relationship between constructs. Next, the research does not discuss the relationship between the educational background of entrepreneurs and their knowledge of the SDGs. This limitation is based on the research findings in respondent characteristics regarding owners or managers with a high school graduate background. It turns out that they also get exposure to SDG 8. So, future research can analyze the realization of the SDGs from respondents who have various educational backgrounds and the relationship between these two factors. Last, the research is limited to only being conducted in Indonesia. Future research can test or develop this model in developed countries.

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