

Article

The Influence of Entrepreneurial Mindset and Creativity on Entrepreneurial Intention: A Study on Retired Employees of Great Giant Foods

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Abstract: This research examines how entrepreneurial mentality and inventiveness affect retired PT Great Giant Foods (GGF) Lampung Tengah workers' entrepreneurial intention. The quantitative study included questionnaires from 120 participants. The assumptions were tested using multiple linear regression with partial testing (t-test). The findings corroborate H1, demonstrating that entrepreneurial attitude positively and significantly affects entrepreneurial ambition. The more entrepreneurial a retiree is, the more likely they are to establish and maintain a firm. Creativity also positively and significantly affects entrepreneurial ambition, supporting H2. Thus, retiree inventiveness boosts entrepreneurial ambition. The lowest average score in the entrepreneurial mentality characteristic, activity planning, requires particular attention. This measure helps retirees arrange their business activities more consistently and systematically. Enhancing creativity and ideation is essential for company innovation. Improvements in these factors should boost retirees' entrepreneurial intent and success.

Keywords: Creativity, Entrepreneurial Intention, Entrepreneurial Mindset, Great Giant Foods, Retired Employees.

1. Introduction

This study tackles a significant gap in understanding how entrepreneurial attitude and creativity affect entrepreneurial goals among retirees, notably former PT Great Giant Food (GGF) workers in Central Lampung. The study draws on previous research showing that entrepreneurship has been a research focus in recent decades (Wadhvani et al., 2020) and drives economic and social progress (Li et al., 2020). Opportunity discovery, entrepreneurial potential appraisal, and creative new firm development fuel economic growth, according to the theoretical underpinning (Abu Bakar et al., 2017). Entrepreneurship drives innovation and employment creation, which is crucial to a nation's economic growth (Vodă & Florea, 2019). Entrepreneurship is driven by entrepreneurial intention—actions, attitudes, and behaviours to achieve company objectives (St-Jean & Labelle, 2018). According to Mei et al. (2017), entrepreneurial intention is a psychological construct that describes potential entrepreneurs' subjective attitudes toward planning and preparing for entrepreneurial activities.

The preliminary study of 50 PT GGF retirees in Central Lampung who left working by 2022 shows troubling entrepreneurial preparedness tendencies. According to quantifiable data, just 50% of respondents feel ready to become entrepreneurs, while the other 50% feel unprepared. Only 48% have professional aspirations to become entrepreneurs, and 52% lack significant intention to start firms. 54% are committed to starting enterprises, while 46% are apprehensive. Qualitative interviews with five retirees support these statistical results. The interviews show that respondents may see commercial prospects, but they confront major obstacles. "I can see opportunities in agribusiness, but I hesitate to evaluate them further due

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to fear of failure," said Respondent 1, while Respondent 4 said, "I see opportunities based on local needs, but lack experience to evaluate them." These remarks show entrepreneurial attitudes without guts and experience to act. The target group lacks entrepreneurial spirit and innovation, according to study. Retirees lack entrepreneurial mentality, which is the capacity to notice, act, and react rapidly in unexpected circumstances and shows profound dedication to entrepreneurial activity (McGrath & MacMillan, 2000; Saptono et al., 2020). This mentality, coupled with cognitive processes representing commercial acumen as cognitive-based thinking (Naumann, 2017), needs strengthening.

According to Entrialgo & Iglesias (2020), creativity—the capacity to generate useful new ideas—varies across respondents. Despite "generating innovative ideas like organic waste processing," Respondent 3 struggles to propose ideas. Response 2: "I tend to imitate other business concepts because I lack confidence to generate new ideas." These results suggest that seniors' creativity in producing and promoting novel ideas needs improvement, especially in boldness and creative thinking. Retirement presents several obstacles for PT GGF retirees, according to studies. Economically, they no longer get monthly income but must pay for food, healthcare, and children's education. Over time, pension funds typically fall short, particularly in uncertain economic times. After retiring from organized job, many retirees lose self-confidence and direction (Handayati et al., 2020). Retirees have employment experience, social networks, and local potential knowledge. Entrepreneurship may help seniors stay productive, earn more, and regain self-confidence (Ferreira-Neto et al., 2023). The study underlines that retirees were used to organized systems and unused to making autonomous business choices, offering hurdles and chances for entrepreneurial growth.

Research shows that entrepreneurial attitude (Cui et al., 2019) and creativity boost company startup aspirations. Personal qualities also affect entrepreneurial inclinations (Handayati et al., 2020), although psychological and individual factor research is sparse (Akbari et al., 2021). AL-Ghazali et al. (2022) stress that personal traits influence business decision-making. Six important findings on entrepreneurial attitude and creativity affect entrepreneurial ambitions are presented. These include that entrepreneurial mindset, often overlooked, is crucial to entrepreneurial intentions (Cui & Bell, 2022) and that entrepreneurial mindset and creativity directly affect entrepreneurial intentions (Li et al., 2023). Ferreira-Neto et al. (2023) show that creativity strengthens entrepreneurial intents, whereas Ashraf et al. (2024) show that entrepreneurial mentality increases entrepreneurial efforts. This thorough research seeks to solve gaps in understanding entrepreneurial attitude, innovation, and entrepreneurial goals among Central Lampung PT GGF retirees. The study examines if entrepreneurial attitude and inventiveness affect entrepreneurial goals in this demographic. Theory contributions to entrepreneurship literature and practical advantages for researchers, future researchers, and the academic community interested in retiree entrepreneurial growth are expected. Beyond academic contributions, the findings may help retirees launch firms with confidence and forethought. The research seeks to boost local economic development by examining how entrepreneurial attitude and creativity affect entrepreneurial inclinations in this experienced demographic group.

2. Literature Review

2.1. Entrepreneurial Mindset

Entrepreneurial mentality involves understanding, planning, and using business possibilities with willingness to take risks and generate new solutions in unpredictable times (Jiatong et al., 2021). This approach inspires innovation and risk-taking to realize ideas. According to "The Entrepreneurial Mindset: How to Think Like an Innovator," this attitude describes those who perceive possibilities where others see difficulties and are prepared to take action to actualize them (Ashraf et al., 2024). Innovation, adaptability, and bravery in handling uncertainty are key, including the capacity to recognize several options, question assumptions, and try new things (Ali et al., 2024). Coyle (2024) defines entrepreneurial attitude as Meet actual needs, Innovate, Never behave unethically, Dare to take chances, Sell, Exercise for productivity, and Take the initiative. Jiatong et al. (2021) list three key indicators: understanding opportunities (ability to recognize and evaluate opportunities and react to challenges), activity planning (determining time and resources needed for entrepreneurial activities, including financial and operational planning), and decision-making

Three elements shape entrepreneurial attitude, according to Anggiani (2018). Family and community settings shape one's thinking, especially regarding entrepreneurship. Due to perceived stability, many Indonesian parents urge their children to seek government sector employment, however government initiatives, societal support, and community norms may nurture entrepreneurial attitude (Anggiani, 2018). Entrepreneurship is a long-term learning process that improves skills and product quality, but Indonesia's formal curriculum doesn't integrate entrepreneurship education, so more practical approaches are needed to instill entrepreneurial values early on (Anggiani, 2018, pp. 24-25). Life and work experiences prepare people for rational thinking and objective decision-making, helping them avoid repeating mistakes and providing valuable capital for entrepreneurs (Anggiani, 2018).

2.2. Creativity in Entrepreneurship

Entrepreneurship relies on creativity to generate new, inventive, and relevant business solutions. Li et al. (2023) define creativity as the capacity to produce novel, inventive, and useful business ideas. Entrepreneurship requires imagination to find and investigate possibilities using unorthodox approaches to create competitive solutions (Ferreira-Neto et al., 2023). Creativity fosters entrepreneurial intents, since creative people are more confident in their abilities to start new firms and produce value (Shi et al., 2020). Through continual innovation, creativity helps entrepreneurs adapt to changing business contexts and produce distinctive, market-driven goods, services, and processes (Puhakka, 2012). Creativity, intrinsic motivation, and entrepreneurial passion drive people to explore and realize their creative ideas in tangible ventures, laying the groundwork for entrepreneurial intentions and long-term business success (Ferreira-Neto et al., 2023)

As an entrepreneurial competence, creativity is the capacity to produce novel ideas for problem-solving, opportunity identification, and market value creation (Amabile, 1997; Sternberg & Lubart, 1999). Skills, uniqueness, and value are the essential components of entrepreneurial creativity, which allow concept execution, show originality, and fulfill market demands (Li et al., 2023). Jiatong et al. (2021) identify three key indicators for measuring creativity in entrepreneurship: ability to generate ideas (creative solutions to problems, practical new ideas, and innovative concepts), ability to think creatively (new approaches to problem-handling that provide fresh perspectives and generate creative ideas for new business opportunities), and ability to promote ideas. These three variables enhance effective entrepreneurial activities by demonstrating originality, which boosts innovation and aids strategic company growth decision-making.

2.3. Entrepreneurial Intention

An individual's desire, dedication, and purpose to establish or grow new enterprises shows preparedness to meet obstacles, making entrepreneurship a main vocation, and great motivation to materialize company ideas (Jiatong et al., 2021). This aim indicates a person's willingness to actively participate in entrepreneurial activities, from planning to executing unique and beneficial company ideas (Bird, 1988) (Ferreira-Neto et al., 2023). Personal motivation, self-efficacy, and positive attitudes toward entrepreneurial risks influence entrepreneurial intention, while social support, government policies, entrepreneurship education, and conducive business environments can strengthen one's desire to pursue entrepreneurial goals. This intention also shows how people see business opportunities and their willingness to take risks to realize them, allowing them to focus on strategic steps to create new ventures that aim for profit and have a positive social and economic impact (Jiatong et al., 2021)

Entrepreneurship theory explains how people can recognize opportunities, take risks, and create value through innovation in business contexts, making it vital for economic development through job creation, innovation promotion, and economic growth (Ashraf et al., 2024). Entrepreneurship is the ability to design, start, and manage new businesses using market opportunities, according to Bird (1988). In the Theory of Planned Behaviour framework, Ajzen (1991) states that entrepreneurship is planned behaviour influenced by individual intentions, formed by attitudes toward entrepreneurship, subjective norms, and perceived behavioural control, reflecting beliefs about business management and social support. According to Jiatong et al. (2021), entrepreneurial intention is measured by willingness and commitment (statements like "I am ready to do anything to become an entrepreneur"), professional goals (individual focus on career planning as entrepreneurs,

including long-term perspectives like establishing entrepreneurship as a primary career), and strong intention to start a business.

3. Proposed Method

3.1. Subject and Object of Research

This research examines retired PT Great Giant Foods (GGF) workers in Central Lampung. We value retirees since they are in a transitional period and typically seek new economic pursuits, including entrepreneurship, to stay active. Since PT Great Giant Foods is a significant Central Lampung enterprise with many retirees, it was chosen as the study environment. It's a good place to study how entrepreneurial attitude and inventiveness affect former workers' intentions to establish a firm after retirement.

3.2. Operational Definition of Research Variables

This research examines entrepreneurial attitude, inventiveness, and aim. Identifying, planning, and using business possibilities with the confidence to take risks and produce new solutions despite uncertainty is called entrepreneurial mentality (X1). This characteristic is assessed by comprehending opportunities, activity planning, and decision-making. The notion comes from Jiatong et al. (2021) and examined using a Likert scale to measure agreement or disagreement with related statements.

Creativity (X2) is the capacity to develop unique, practical, and new ideas for business environments. Creativity is measured by ideation, thinking, and promotion. Based on Li et al. (2023) and Jiatong et al. (2021), this variable is assessed using a Likert scale. This study's dependent variable, entrepreneurial intention (Y), measures a person's desire, commitment, and incentive to start a company. It is determined by desire and dedication, professional aspirations, and strong company startup intention. A Likert scale is used to measure like Jiatong et al. (2021).

3.3. Research Data Sources and Data Collection Methods

This research uses primary and secondary data. Primary data is acquired by the researcher for particular study goals. This data was collected from retired PT Great Giant Foods (GGF) workers in Central Lampung using a standardized questionnaire. Sekaran and Bougie (2016) say questionnaires are good data collection methods because respondents answer written questions or remarks. However, secondary data comes from firm annual reports, organizational profiles, online resources, books, and academic publications. Secondary sources enhance research analysis.

The data was collected via literature review and surveys. The literature review collected theoretical and empirical references to support the investigation. Google Forms enabled extensive and efficient respondent outreach, reduced data input mistakes, and accelerated analysis using the questionnaire approach. A Likert scale from 1 (Strongly Disagree) to 5 (Strongly Agree) measured respondents' views in the questionnaire. Entrepreneurial attitude, inventiveness, and intention were assessed using 18 close-ended questions. This strategy supplied organized quantitative data for statistical analysis.

3.4. Population and Sample

This research comprises all retired permanent PT Great Giant Foods (PT GGF) workers from Central Lampung's Yayasan Purna Bakti. According to Sekaran and Bougie (2016), population is the complete group of people, events, or objects a researcher studies. This study focuses on PT GGF retirees in the retirement foundation's internal community. These people are noteworthy because they may start businesses after retirement.

A subset of the population is chosen to represent it. Non-probability sampling was used in this work (Sekaran & Bougie, 2016). Retirees from 2022 to 2025 who are under 58 and participating in the foundation's WhatsApp group are sampled. According to Hair et al. (2010), the minimal sample size is 5-10 times the indicators. The minimum for 18 indicators is 108 respondents. To confirm data quality, 12 more respondents were added, making 120 total.

3.5. Research Instrument Test

This research tested instruments for validity, reliability, and normalcy. Validity assessment assessed whether the instrument measured the desired idea. Factor analysis in SPSS was used to examine construct validity, following Sekaran and Bougie (2016). An item is valid if its factor loading above 0.50, and invalid below 0.50. This ensures the indications match theoretical notions and accurately reflect the constructs being assessed.

Reliability testing was conducted using SPSS and the Cronbach Alpha (α) technique to assess instrument consistency across time. Sekaran and Bougie (2016) define reliability as a Cronbach Alpha score over 0.70. To determine whether the regression model residuals follow a normal distribution, a normality test was done. Parametric statistical tests need this. This research used the One-Sample Kolmogorov-Smirnov Test, which determines whether data are normally distributed based on significance values above and below 0.05 (Ghozali, 2016). These tests verify that research tools and data fulfill statistical assumptions.

3.6. Data Analysis Methods and Hypotheses

This research examined how entrepreneurial attitude and creativity affect entrepreneurial ambition using multiple regression. many regression evaluates the influence of many independent variables on a dependent variable. The study used SPSS to explore how entrepreneurial mentality (X1) and creativity (X2) affected entrepreneurial intention (Y). According to Gujarati and Porter (2009), the regression model is $Y = B1X1 + B2X2$, where B1 and B2 are entrepreneurial mentality and creativity regression coefficients. This model determines predictor-outcome strength and direction.

A t-test (partial test) was performed to assess each independent variable's effect on the dependent variable. According to Sekaran and Bougie (2016), the t-test determines whether an independent variable affects the dependent variable statistically. A variable with a p-value below 0.05 has a significant influence. If the p-value exceeds 0.05, the variable does not substantially affect the dependent variable, showing no meaningful link.

4. Results and Discussion

4.1. Respondent Characteristics

Table 1. shows the demographics of 120 Central Lampung PT Great Giant Foods (GGF) retirees between 2022 and 2025. The results show that 76.67% of retirees were male and 23.33% female. The organization has a male-dominated staff, which is consistent with conventional gender norms in the workplace and in homes, where men are major wage earners. Thus, retired men may explore new economic activity like entrepreneurship to support their families. This shows that male retirees may find business options more accessible or essential than female retirees, who frequently concentrate on family. The gender discrepancy emphasizes GGF's personnel structure and implies that social and economic roles may impact retirees' entrepreneurial inclinations.

Table 1. Respondent Characteristics

No.	Characteristics	Category	Number of Respondents	Percentage
1	Gender	Male	92	76.67%
		Female	28	23.33%
2	Age	50–55 years	26	21.67%
		56–58 years	94	78.33%
3	Retirement Year	2022–2025	120	100%

The bulk of responders (78.33%) were 56–58 years old, while 21.67% were 50–55. The majority of participants were older, indicating that they retired at a normal age that allows for post-retirement productivity. Healthy and energetic 56–58-year-olds may pursue business chances. However, the reduced number of 50–55-year-old responders may represent early retirement choices or business policies favouring early retirement. Although smaller, this younger segment is more likely to become entrepreneurs owing to their superior physical capabilities and longer post-retirement company growth phase. This age-based distribution shows that retirees, especially early seniors, may still interact economically.

4.2. Validity Test and Reliability Test

Validity and reliability testing ensured research instrument quality. Table 4.2 shows the validity test findings for Entrepreneurial Mindset (X1), Creativity (X2), and Entrepreneurial Intention (Y). All item statements across these variables have factor loadings larger than 0.5, demonstrating validity. Kaiser-Meyer-Olkin (KMO) values vary from 0.741 to 0.884, and Anti-Image values are over 0.65 for all items, confirming the sample and factor analysis. All item factor loading values surpass 0.5, demonstrating that measurement items accurately reflect their constructions.

Table 2. Validity Test

Variable	Item	KMO	Anti-Image	Factor Loading	Description
Entrepreneurial Mindset (X1)	X1.1	0.791	0.851	0.681	Valid
	X1.2		0.821	0.750	Valid
	X1.3		0.795	0.670	Valid
	X1.4		0.800	0.753	Valid
	X1.5		0.763	0.724	Valid
	X1.6		0.741	0.766	Valid
Creativity (X2)	X2.1	0.846	0.821	0.673	Valid
	X2.2		0.858	0.693	Valid
	X2.3		0.884	0.753	Valid
	X2.4		0.868	0.740	Valid
	X2.5		0.844	0.754	Valid
	X2.6		0.815	0.830	Valid
Entrepreneurial Intention (Y)	Y.1	0.810	0.810	0.738	Valid
	Y.2		0.824	0.656	Valid
	Y.3		0.766	0.785	Valid
	Y.4		0.849	0.700	Valid
	Y.5		0.814	0.738	Valid
	Y.6		0.820	0.707	Valid

Table 3. lists each variable's Cronbach's alpha coefficients for dependability. Entrepreneurial Mindset (X1), Creativity (X2), and Intention (Y) had Cronbach's alphas of 0.817, 0.834, and 0.815, respectively. All values surpass 0.70, proving the research equipment' reliability. The items assess their intended variables consistently. The findings show that this study's questionnaire questions are valid and reliable, making the data trustworthy for analysis.

Table 3. Reliability Test

Research Variable	Cronbach's Alpha	Passing Criteria	Test Result
Entrepreneurial Mindset (X1)	0.817	>0.70	Reliable
Creativity (X2)	0.834	>0.70	Reliable
Entrepreneurial Intention (Y)	0.815	>0.70	Reliable

For the Kolmogorov-Smirnov normality test results, where the Asymp. Sig. value is 0.084, greater than the 0.05 significance level. This indicates that the research data are normally distributed and meet the normality assumption.

4.3. Results of Respondents' Answer Test

Entrepreneurial mentality and inventiveness affect entrepreneurial intention among retired PT Great Giant Foods (GGF) workers in Central Lampung. The research shows that retirees are entrepreneurially ready and have great potential. The full examination of entrepreneurial attitude, inventiveness, and intention reveals high mean scores across all dimensions, suggesting a good foundation for post-retirement entrepreneurship. The results show that GGF's professional experience has honed entrepreneurial skills that may be applied to new businesses.

PT GGF retirees have a strong entrepreneurial attitude, as shown by their mean score of 4.50. Decision-making performed best with a mean of 4.66, excelling in two important categories. The highest score was 4.79 for Statement 5, "I have decided on ideas for business opportunities in entrepreneurial activities," showing that most respondents had identified and selected suitable business opportunities. According to Ashraf et al. (2024), "entrepreneurial mindset plays an important role in helping individuals make the right decisions regarding business opportunities," emphasizing the importance of decision-making in starting businesses and supporting entrepreneurial intention. Statement 6, "I have considered the

benefits I will gain from engaging in entrepreneurial activities," scored 4.53, the second-highest, indicating that retirees have carefully considered the benefits of entrepreneurship, which improves decision-making and entrepreneurial intentions. Retirees' 4.45 grasp of opportunities score indicates high analytical skills. Statement 2, "I have evaluated opportunities and challenges related to entrepreneurial activities," had a mean of 4.46, demonstrating that PT GGF retirees understood entrepreneurship prospects and challenges. According to Jiatong et al. (2021), "entrepreneurial mindset includes the ability to identify and face opportunities and challenges with a proactive attitude," showing that entrepreneurial intention is strongly related to readiness to react. Statement 1, "I have considered reactions to opportunities or challenges related to entrepreneurial activities," scored 4.44, showing their readiness to respond to opportunities and challenges in their entrepreneurial journey and their high level of understanding and awareness of business dynamics.

Retirees are creative, as the creativity variable had a mean of 4.53. The capacity to advocate ideas scored best, averaging 4.57 through statement 6: "I often promote and support ideas to others." This high score implies that most respondents can effectively communicate and promote their views. Ferreira-Neto et al. (2023) state that "the ability to promote ideas effectively is an important element in ensuring innovation and creativity can be accepted and applied in entrepreneurship." This illustrates that retirees can spread their ideas and obtain support, which is vital for business success.

The creative thinking abilities component scored 4.56, indicating strong inventive problem-solving. Statement 4, "I am good at providing fresh approaches to problems," and statement 5, "I am good at generating creative ideas," both scored 4.56. Seniors can think creatively and solve issues, as seen by their scores. This agrees with Shi et al. (2020) that "creative thinking ability is key in facing business challenges and formulating innovative solutions." Statement 3 ("I often have new and innovative ideas") scored 4.54, statement 2 ("I often find new and practical ideas") scored 4.51, and statement 1 ("I often find creative solutions to problems") scored 4.47.

The mean entrepreneurial intention variable was 4.50, showing that PT GGF retirees are motivated and ready to start and grow firms. This shows maturity and entrepreneurial devotion. According to Jiatong et al. (2021), "entrepreneurial intention is the main factor influencing actions to start a business," supporting the idea that strong intention underpins new enterprises. The professional goals dimension scored the highest at 4.52, with statement 3, "My professional goal is to become an entrepreneur," getting 4.54 and statement 4, "I will make every effort to start and run my own company," earning 4.50. Ashraf et al. (2024) observed that "directed professional goals strengthen individual commitment and intention in entrepreneurship."

Statement 1, "I am ready to do anything to become an entrepreneur" (4.52), and statement 2, "I am determined to create a company in the future" (4.48), earned 4.50 for willingness and dedication. Jiatong et al. (2021) agree that "individual commitment and willingness are important factors that strengthen entrepreneurial intention and influence the intensity of actions taken." Despite scoring lowest at 4.48, statement 5, "I have a strong intention to start a company someday" (4.50) and statement 6, "I have a strong intention to start a business someday" (4.47), confirm Li et al.'s (2023) claim that "strong intention is the main motivation in decision-making and entrepreneurial behaviour."

The analysis shows that PT GGF retirees have great entrepreneurship potential in all areas. The high ratings in entrepreneurial attitude (4.50), inventiveness (4.53), and entrepreneurial intention (4.50) indicate that these people are ready for post-retirement entrepreneurship. Their excellent decision-making, innovative thinking, and professional goal orientation show that their professional experience has nurtured entrepreneurial tendencies. Activity planning ratings (4.38) are somewhat lower, suggesting that company planning and resource allocation help might improve entrepreneurial preparedness. Organizations and legislators should create programs that provide mentoring, money, and company development tools to assist experienced persons become entrepreneurs.

4.4. Results of Multiple Linear Regression Test and Partial Test (T-TEST)

Multiple linear regression analysis and partial tests (t-tests) were used to test the hypothesis that Entrepreneurial Mindset (X1) and Creativity (X2) affect Entrepreneurial Intention (Y) in retired employees at PT Great Giant Foods (GGF) Lampung Tengah. Table 4 shows predictor coefficients, t-values, and significance levels from regression. The output-derived regression equation is: $Y=0.343(X1)+0.543(X2)$

Entrepreneurial Intention, Mindset, and Creativity are Y, X1, and X2. The baseline Entrepreneurial Intention when both independent variables are zero is 4.131. The standardized coefficients (Beta) indicate that Creativity ($\beta = 0.543$) has a greater impact on Entrepreneurial Intention than Entrepreneurial Mindset ($\beta = 0.343$). Both variables exhibit significant t-values ($t = 4.035$ for X1 and $t = 6.396$ for X2) with p-values below 0.01, disproving the null hypothesis.

The regression findings confirm the first hypothesis that Entrepreneurial Mindset favourably and substantially influences departed PT Great Giant Foods workers' entrepreneurial intention. This suggests that retirees' entrepreneurial intent will rise with their entrepreneurial mindset. Thus, encouraging an entrepreneurial mentality increases seniors' entrepreneurial activity. The second hypothesis—that creativity boosts entrepreneurial intention—is likewise validated. This suggests that boosting retiree creativity might boost entrepreneurial enthusiasm and goals. Innovation and problem-solving need creativity, which fuels entrepreneurship. These findings show that Entrepreneurial Mindset and Creativity strongly influence Entrepreneurial Intention in retired employees, suggesting that programs to improve these attributes may effectively encourage entrepreneurial activities in this demographic.

Table 4. Multiple Linear Regression Test and Partial Test (T-TEST)

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.
	B	Std. Error	Beta	
(Constant)	4.131	1.343		3.077
Entrepreneurial Mindset (X1)	0.326	0.081	0.343	4.035
Creativity (X2)	0.521	0.081	0.543	6.396

4.5. The Influence of Entrepreneurial Mindset on Entrepreneurial Intentions of Retired Employees at PT Great Giant Foods (GGF) Central Lampung

The study issue and hypothesis suggest a good and substantial impact of entrepreneurial mentality on retired workers at PT Great Giant Foods (GGF) Lampung Tengah. The first hypothesis test (H1) shows that entrepreneurial attitude strongly affects entrepreneurial ambition. The results show that retirees with an entrepreneurial attitude are more likely to start businesses. This shows that an entrepreneurial mindset—the capacity to see possibilities, organize actions, and make decisions—is key to entrepreneurial goals. According to Jiatong et al. (2021), an entrepreneurial mentality shows an individual's ability to discover possibilities and effectively develop projects.

The data also supports Ashraf et al. (2024), who argue that the entrepreneurial attitude is crucial for company startup, particularly among professionals. The results support Handayati et al. (2020) that fostering an entrepreneurial mentality fosters well-planned and sustained businesses. However, retirees allocated less time for entrepreneurial activities, resulting in a lower planned activity indicator score. This crucial step in creating an entrepreneurial mentality may hinder entrepreneurial ambition. To increase seniors' entrepreneurial mentality and preparedness to launch a firm, training or mentorship programs should focus time management and entrepreneurial activity planning.

4.6. The Influence of Creativity on Entrepreneurial Intentions of Retired Employees at PT Great Giant Foods (GGF) Central Lampung

The concept that creativity positively and substantially influences entrepreneurial intention of retired workers at PT Great Giant Foods (GGF) Lampung Tengah is being discussed. The second hypothesis test (H2) shows that creativity positively affects entrepreneurial intention. The largest regression coefficient shows that inventiveness dominates. This shows that retirees establish firms because they can think creatively. Creativity helps people see possibilities and turn them into profitable businesses.

Creative thinking also helps retirees solve business problems. According to Li et al. (2023), creativity improves entrepreneurial adaptation and opportunity perception. Ferreira-Neto et al. (2023) also stress creativity as a key factor in entrepreneurial goals, especially for post-retirees. Creative thinking helps seniors overcome psychological and social obstacles by encouraging risk-taking and new entrepreneurial ventures, according to Jiatong et al. (2021). However, the study shows a poor originality index for idea production (“I often find new and practical ideas”), suggesting difficulties in creating unique solutions. To improve seniors' innovation and entrepreneurial purpose, specialized problem-solving and creative thinking training is needed.

5. Conclusions

This research sheds light on how entrepreneurial attitude and inventiveness affect retired PT Great Giant Foods (GGF) Lampung Tengah workers' business goals. The statistical analysis and hypothesis testing show that entrepreneurial attitude and inventiveness boost entrepreneurial ambition. Retirees with a stronger entrepreneurial attitude are more equipped to confront business obstacles and strategically plan their businesses, as shown by their capacity to perceive possibilities and make educated choices. A dominating feature in retirees' entrepreneurial intents is inventiveness, specifically the ability to innovate and adapt to market changes.

These results provide numerous suggestions. Training programs should focus on time management and systematic planning to solve the problem of allocating time for entrepreneurial activity. Retirees need specialized seminars to develop creative problem-solving abilities to generate new ideas. To turn aspirations into company activities, inspiration, counselling, and exhibiting successful entrepreneurs are also essential. Future research should include additional variables to better understand entrepreneurial intentions, broaden the study population to include retirees from different companies or regions, and explore diverse sectors like private or multinational enterprises to validate the results across various industrial contexts.

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