



# Entrepreneurship, Professionalism and Leadership Intention of Generation Z: The Case of Kahta

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**Aim** - This study aims to measure the level of entrepreneurship, professionalism, and leadership intention of the Z generation. This effort is to investigate whether the socio-demographic characteristics of the Z generation, such as gender, education level, work experience, family income level, the presence of entrepreneurs in the family, or the immediate vicinity, leading to significant differences on the levels of entrepreneurship, professionalism and leadership intention.

**Methodology** – The simple random sampling method was used to collect data. A total of 563 questionnaires was collected for the study. The participants were mainly the students in high schools and vocational schools of higher education in the Adiyaman-Kahta district. SPSS statistical tool was used for analysis.

**Findings** - Cronbach's alpha value of the scale of entrepreneurship, professionalism, and leadership intention was measured as 0.89. Moreover, a significant difference between the socio-demographic characteristics of the Z generation participating in the study between entrepreneurship, professionalism, and leadership intention levels in terms of gender, education level, and work experience was found. However, there was no significant difference between entrepreneurship, professionalism, and leadership intent levels in terms of whether or not the family or immediate vicinity of Z generation is an entrepreneur or not, and in terms of the family income level is high or low.

**Originality** – This study will help policymakers to develop projects and training programs to promote entrepreneurship in the generation Z and following generations.

## Introduction

The concept of generation, which is used to define age groups born in a certain period, has begun to be examined from a narrow and sociological point of view. The generations that exhibit different characteristics depending on the experiences of their period show differences between them and also differ in their value, attitude, behavior, and work-life preferences. Today, although business life mostly consists of three generations as X, Y, and Z generations, those who will have the most impact on business life shortly are members of Z generation.

Generation Z members are thought to be individuals who prefer to do personalized, independent, and free jobs instead of regular employment due to their growth in technology. Therefore, the members of the Z generation can have different job preferences than the previous generations to be away from bureaucracy, to have flexible working opportunities, and to provide work-life balance. However, it should not be forgotten that these are only estimates, because they are not actively in business life, making it impossible to identify their strengths and weaknesses.

In this study, the intentions of the Z generation members who are not yet actively involved in working life were examined in terms of entrepreneurship, professionalism, and leadership. And the variables that affect these three competencies that the Z generation members need when planning their careers are tried to be determined. As a result of the study, opinions, and suggestions about increasing the entrepreneurship, professionalism, and leadership intentions of the Z generation were proposed.

## Literature Review

The generation assignment corresponds to a roughly 20-year period; Generation Z is individuals who were born between 1995 and 2015. Each of these generations is unique, liking and disliking, preferences, and work orientations (Betz, 2019). Su, Tsai, Chen, and Lv (2019) stated that the Gen Z population constituted 32% of the 7.7 billion global population in 2019. WHO (2017) report stated that the elderly population is increasing worldwide both in developed and developing countries. By 2050, the proportion of the elderly population globally is expected to increase to 22% (an estimated two billion older people) (Geyer & Louw, 2020). According to the aging population, it can be said that the young population consisting of the Z generation, which is expected to have a critical position in the business world of the future in developing or developed countries, has an essential place in terms of entrepreneurship, professionalism, and leadership.

Age groups that have similar beliefs, values, attitudes, and behaviors by being influenced by the social, political, cultural, and economic developments of the society they are in are called “generations” (Tekin, 2015, p. 1). Generations have been classified according to historical intervals and socio-cultural events as a result of researches conducted worldwide. Generally, the generations classified under five different groups are called Silent generations, Baby Boomers generations, X generations, Y generations, Z generations, and Alpha generations (Doganbas, 2017, pp. 68-69).

The generations' life, personalities, and business preferences differ depending on the political, social, cultural, and economic events experienced in his period. For example, because the Silent generation is a generation struggling to survive while being obedient to authority in business life, members of the generation Y, who have been influenced by technological developments, have exhibited an attitude that questions and criticizes the jurisdiction.

Generation Z, which is still in its educational period, has developed the characteristic features that distinguish it from other generations depending on the advances in technology. First of all, the rapid change has caused the Z generation to become individuals who consume quickly, get bored but are more open to innovations and

more curious to make a difference. The abundance of possibilities they have as a generation born with technology has caused Z generation to be active individuals, not passive, to think about results, and to be creative individuals that are intertwined with dreams.

For this reason, members of Generation Z are expected to choose to work in more personalized jobs rather than standard positions in the future and to remove geographical boundaries in business life (Aka, 2017, p. 56). Generation Z members who use advanced technology, who are confident and will work to be successful and win, are seen as the most diplomatic, expert, and inventive generation (Oral, 2013, p. 19; Seymen, 2017, p. 474). Therefore, after their education, they are thought to have high motivation to choose an entrepreneurial, professional, and leadership career.

Gen Z is more involved in today's digital world (Wilson, 2019). This generation is multitasking while using multiple technological devices at the same time (Geyer & Louw, 2020). Accordingly, for Z generation, who does not know and strangle the life before the Internet, to be successful in business life, it should also know the values and characteristics of the past business world. In this context, people who can create a vision by linking today and the future, and to overcome the challenges posed by a global demand in the best way, will be successful people in the business world (Akyuz, 2018, p. 45).

### **Entrepreneurship, Professionalism and Leadership Intention**

In today's rapidly changing conditions, career has become not only about being a civil servant or a profession but also about creating meaning based on a series of experiences and life experiences. This different meaning that started to be loaded into the career depends on the specific personality traits and abilities that people have. Today, when it comes to career, entrepreneurship, professionalism, and leadership are three essential structures in business life. Fabio, Bucci, and Gori (2016) state that entrepreneurship is now interpreted as a concept that encourages adaptation to change environment and innovations. They define the concept of leadership as moving an organized group towards targeted success. Professionalism, on the other hand, is mostly associated with professional knowledge and is explained as “the most proper and attentive work of a job, however, with the least errors” (Adiguzel, Tanriverdi, & Ozkan, 2011, p. 239). When academic literature is analyzed, it is seen that these three concepts are related to the individual's characteristics and environment. Researches made in the literature and utilized in this study are as follows:

Chan et al. (2012) investigated the effect of personality traits on entrepreneurship, professionalism, and leadership motivations in their work. The findings suggest that their personality traits showed that they had much more similar relationships with both professional and leadership than their professional job role motivations. In the study, a positive correlation was found between proactive and extroverted personality traits and entrepreneurship and leadership motivations.

A study by Oner, Onay, and Kocakoc (2016) use the EPL scale of Chan et al. (2012) to collect the data from 903 students at Celal Bayar University School of Applied Sciences, and the compatibility of the original scale with Turkish students was analyzed by two-step confirmatory factor analysis. The study concludes that if entrepreneurship, professionalism, and leadership skills are supported in university life, professional leaders and entrepreneurship intentions will develop positively.

Yuksel, Cevher, and Yuksel (2015) analyzed the relationship between entrepreneurial personality traits and entrepreneurship tendencies of business administration department students. The study concludes that besides the features such as innovation, sensitivity, and opportunism, gender and family professions have a positive effect on the entrepreneurship tendency.

Akyuz (2018), in his article titled “Strategic Leadership,” touched on the characteristics of people who exhibit leadership characteristics by the social, economic, and cultural changes encountered in parallel with the rapid changes in the 21st century. Especially in his article, which he developed on the concept of strategic leadership that stands out today, Akyuz states that there is a need for individuals who are flexible enough to keep up with the changes that follow the developments in their environment.

Doganbas (2017) examined the effect of transformational leadership over different generations because of the features they possess. This research was conducted with people working in various positions in different institutions in Ankara. The study findings suggested that the only transformational leadership dimension that affects job satisfaction is “mental encouragement.”

Tekin (2015) examined the X and Y generations from work and life, which show different characteristics due to their environment, in his master's thesis entitled “Investigating Generations in Work-Life and Attitudes towards Work.” In the study, first, the generations are introduced, then the fundamental values that affect the differentiation of the X and Y generations are examined. According to the survey, the most critical factors affecting generational differences are the developments in politics and technology.

Oral (2013) examined the characteristics and working styles of three different generations living together in business life in his master's thesis titled “Generations and Conflicts in Working Life.” In the study, it was determined that the characteristic of generation Y was not similar to the previous generations. As a result, it was determined that they had conflicts in business life. However, it was found that different generations tend to work together when the threat occurs.

Seymen (2017) has written an article titled “Associating Y and Z Generation Human Characteristics with the Ministry of National Education 2014-2019 Strategic Program and Tübitak Vision 2023 Insights”. In the study, it was determined that the structural features of the Y and Z generations were not taken into consideration in the strategic plans developed by both the Ministry of National Education and TUBITAK.

The above studies show that Generation Z will differ in business life compared to previous generations, and will work more personalized, and will work with technology and business understanding. When the literature was examined in general, it is noteworthy that there are few studies on the business intentions of the Z generation. This study will be a guiding work for the scientific world and other related researchers, human resources managers, and educators on the subject.

## **Hypothesis**

The following main and sub-hypotheses have been developed for testing:

H1: There is a substantial difference between entrepreneurship, professionalism, and leadership intention levels according to the socio-demographic characteristics of the Z generation.

### ***Sub Hypothesis***

H1: 1.1. There is a difference between entrepreneurship, professionalism, and leadership intention levels in terms of the gender of the Z generation.

H1: 1.2. There is a difference between the education level of the Z generation and the levels of entrepreneurship, professionalism, and leadership intention.

H1: 1.3. There is a difference between entrepreneurship, professionalism, and leadership intention levels in terms of work experience of the Z generation.

H1: 1.4. There is a difference between a family of entrepreneurship, professionalism, and leadership intent in terms of the presence of entrepreneurs in the family of the Z generation.

H1: 1.5. There is a difference between entrepreneurship, professionalism, and leadership intention levels in terms of the presence of entrepreneurs in the immediate vicinity of the Z generation.

H1: 1.6. There is a difference between entrepreneurship, professionalism, and leadership intention levels in terms of the income level of a family of the Z generation.

## Method

As the population of this study, generation Z in high schools and vocational schools of higher education in the Kahta district of Adiyaman province has been considered. However, a simple random sampling method was used for the sampling of individuals in the generation Z high schools and vocational schools of higher education.

In Kahta district, there are 13 high schools (11 high schools in district centers and two multi-program high schools outside the district center) affiliated to the Directorate of National Education and one vocational school of higher education affiliated to Adiyaman University. As of 2018, 1360 students were enrolled at the Kahta vocational school of higher education (<https://obs.adiyaman.edu.tr>; Access Date: 01.10.2018). The total number of students in 11 high schools in Kahta district center is 7223 (<http://www.meb.gov.tr> Access Date: 03.10.2018).

When the above information is evaluated together, the population of this study consists of 8583 people. The number of samples selected by a simple random method consists of 563 generation Z. Accordingly, 6.5% of the population has been reached.

Table 1 - Sample Sizes for  $\alpha = 0.05$

The Size of the Universe	- + 0.03 sampling error			- + 0.05 sampling error			- + 0.10 sampling error		
	p=0.5 q=0.5	p=0.8 q= 0.2	p=0.3 q=0.7	p=0.5 q=0.5	p=0.8 q= 0.2	p=0.3 q=0.7	p=0.5 q=0.5	p=0.8 q= 0.2	p=0.3 q=0.7
<b>100</b>	92	87	90	80	71	77	49	38	45
<b>500</b>	341	289	321	217	165	196	81	55	70
<b>750</b>	441	358	409	254	185	226	85	57	73
<b>1000</b>	516	406	473	278	198	244	88	58	75
<b>2500</b>	748	537	660	333	224	286	93	60	78
<b>5000</b>	880	601	760	357	234	303	94	61	79
<b>10000</b>	964	639	823	370	240	313	95	61	80
<b>25000</b>	1023	665	865	378	244	319	96	61	80
<b>50000</b>	1045	674	881	381	245	321	96	61	81
<b>100000</b>	1056	678	888	383	245	322	96	61	81
<b>1000000</b>	1066	682	896	384	246	323	96	61	81
<b>100 Million</b>	<b>1067</b>	<b>683</b>	<b>896</b>	<b>384</b>	<b>245</b>	<b>323</b>	<b>96</b>	<b>61</b>	<b>81</b>

Source: ([Yazicioglu & Erdogan, 2004, p. 50](#))

For the sample size in this study, the information in Table 1 was examined, and it was concluded that the sample was sufficient, considering the limitations of the research.



## Data Collection and Analysis

It was aimed to reach the data from the primary source by using the face-to-face survey method; the questionnaire forms prepared were primarily subjected to a pilot application. The reliability of the questionnaire was established before doing the full-scale study. A questionnaire consisting of two parts was used as a data collection method. The first part of the survey is about demographic features consisting of 6 questions. The second part consists of 11 issues related to entrepreneurship, professionalism, and leadership intention scale of Generation Z.

The scale of entrepreneurship, professionalism, and leadership intent used in the study is the scale in the survey conducted by Oner et al. (2016). EPL (E: Entrepreneurship, P: Professionalism, L: Leadership) scale is a scale developed by Chan et al. (2012). The EPL scale consists of three essential factors: “motivation, intention, and effectiveness.” However, the Entrepreneurship, professionalism, and leadership intent scale in this study measures only the “intention” factor from these three factors of the EPL scale. The scale of Entrepreneurship, Professionalism, and Leadership (EPL) was verified for Turkish students by Oner et al. (2016). The compliance of the original scale with the Turkish students was analyzed by two-step confirmatory factor analysis, and the scale was rearranged in a good fit. Generally, Likert style scales were used to measure individuals' attitudes, perceptions, intentions, and so on, and in this study, Likert style scales were used. In this context, it was prepared with a 5-point Likert type scale ranging from 1 “Strongly Disagree” to 5 “Strongly Agree” and asked to answer these questions by giving a questionnaire. The questionnaire was applied in May and June 2018.

The direct interview was conducted with the 563 volunteers by using a simple random sampling technique at high schools and vocational schools of higher education in Kahta district, which is the research region. The data obtained were transferred to SPSS 22.0 program and analyzed. Also, in this research, 0.5% of the population has been reached.

The data set was created by coding the questions in the questionnaire form. The obtained data set was analyzed in the “SPSS 22.0”. Before hypothesis testing, data were analyzed for normal distribution. The “Kolmogorov-Smirnov test determined that the data did not show a normal distribution ( $p \leq 0.05$ ). Besides, the “Skewness and Kurtosis Coefficients” of the data were calculated. Data was not normal distribution test, so, Mann-Whitney U and Kruskal Wallis H tests, was used to analyze the hypothesis.

The Cronbach's Alpha coefficient of the scale used in this research, consisting of 11 questions, was calculated, and this value was found to be 0.89. Accordingly, the scale can be said to be highly reliable (Kalayci, 2016, p.405), since its reliability value is between  $0.80 \leq \alpha < 1.00$ .

*Table 2 - Reliability Analysis Results*

Survey Question Groups	Question Number	Cronbach's Alpha
<b>Entrepreneurship Intention</b>	3	0,75
<b>Professionalism and Leadership Intention</b>	8	0,87
<b>All Survey Questions</b>	11	0,89

Also, the Cronbach's Alpha coefficient of the questions about the dimension of entrepreneurship intention, which constitutes the scale, was calculated, and this value was found to be 0.75. Accordingly, the scale of entrepreneurship intention was found to be quite reliable.

The Cronbach's Alpha coefficient of the questions about professionalism and leadership intention was calculated, and this value was found to be 0.87. Accordingly, the scale of professionalism and leadership intention was found to be highly reliable.



Table 3 - Reliability Analysis for Entrepreneurship, Professionalism and Leadership Intention Questions

Scale Questions	Cronbach's Alpha
1. After graduating with a consistent business thought, I intend to start my own business.	.880
2. I prefer to be an expert in a large and stable organization and to pursue a professional career.	.878
3. I plan to become a leader or manager in the future.	.880
4. I will be an entrepreneur after my education, and I am ready to do everything to reach my goal.	.879
5. I always dream of advancing or improving my profession, expertise, professional, and technical issues.	.882
6. My main career goal is to raise leaders and managers in organizations.	.884
7. My main career goal is; to be a technical expert or a professional in my field.	.874
8. In my future business life, I see myself as a leader / or manager of other employees.	.876
9. After graduation, I see myself as a professional or technical expert.	.880
10. I will start my own business in the next five years.	.886
11. I will start my own business in the next ten years.	.882

On the other hand, as can be seen in Table 3, the Alpha ( $\alpha$ ) coefficients of the 11 questions that constitute the scale of entrepreneurship, professionalism, and leadership intentions are between 0.87 and 0.88. Accordingly, it can be stated that the items forming the scale of entrepreneurship, professionalism, and leadership intent are highly reliable.

### Factor Analysis

The Barlett test and Kaiser-Meyer-Olkin (KMO) sample adequacy to determine if factor analysis can be used in the study. It can be said that the data set is suitable for factor analysis since it is  $0.920 > 0.50$  (Kalayci, 2016). Also, the Barlett test is meaningful (Sig.).

Table 4 - Number of Factors Related to Eigenvalue Statistics and Percentage of Variance Explained

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of variance	Cumulative %	Total	% of variance	Cumulative %
1	5,254	47,768	47,768	3,877	35,248	35,248
2	1,021	9,282	57,049	2,398	21,801	57,049
3	796	7,238	64,287			
4	717	6,523	70,810			
5	584	5,313	76,123			
6	536	4,874	80,997			
7	489	4,445	85,442			
8	441	4,009	89,451			
9	415	3,769	93,220			
10	395	3,592	96,812			
11	351	3,188	100,000			

In Table 4, there are two factors with eigenvalues greater than 1. The first factor explains 35.2% of the total variance. The first and second factors together explain 57% of the total variance.

Also, the "Rotated Factor Matrix" seen in Table 5 is the final result of the factor analysis. As Kalaycı (2016: 330) emphasizes, factor weight should be 0.30 and above for the number of data (observations) 350 and above. Since the amount of data of this study is 563, a factor of at least 0.30-factor weight was sought for the variables that constitute the scale of entrepreneurship, professionalism, and leadership intent. It is observed that the absolute value weights of all the variables that represent the scale of entrepreneurship, professionalism, and leadership intention are above 0.50 and between 0.57 and 0.79. According to this result, it was determined that the factor weights of entrepreneurship, professionalism, and leadership intent are quite good.

Variables with large weights under one factor were grouped. These variables can be called "Professionalism and leadership intention."

Table 5 - Rotated Factor Matrix

S/No	Entrepreneurship, Professionalism and Leadership Intention Variables	Component	
		1	2
1.	After graduating with a consistent business thought, I intend to start my own business.	.330	<b>.728</b>
2.	I prefer to be an expert in a large and stable organization and to pursue a professional career.	<b>.640</b>	.342
3.	I plan to become a leader or manager in the future.	<b>.722</b>	.188
4.	I will be an entrepreneur after my education, and I am ready to do everything to reach my goal.	<b>.570</b>	.418
5.	I always dream of advancing or improving my profession, expertise, professional, and technical issues.	<b>.630</b>	.253
6.	My main career goal is to raise leaders and managers in organizations.	<b>.699</b>	.101
7.	My main career goal is; to be a technical expert or a professional in my field.	<b>.760</b>	.264
8.	In my future business life, I see myself as a leader / or manager of other employees	<b>.720</b>	.285
9.	After graduation, I see myself as a professional or technical expert.	<b>.660</b>	.267
10.	I will start my own business in the next five years.	.173	<b>.795</b>
11.	I will start my own business in the next ten years.	.256	<b>.782</b>

Likewise, under the 2nd factor, "intending to start your own business after graduating with a consistent business idea (.728), intending to start your own business in the next five years (.795) or ten years (.782)", variables have the most significant weights. These variables can be named as "entrepreneurship intention."





Table 6 - Naming Factors

Variable No	Entrepreneurship, Professionalism and Leadership Intention Variables	FACTOR 1 (Professionalism and Leadership Intention)	FACTOR 2 (Entrepreneurship Intention)
2.	The desire to be an expert in a large and stable organization and to pursue a career as a professional.	<b>.640</b>	.342
3.	Planning to become a leader or manager in the future	<b>.722</b>	.188
4.	The desire to be an entrepreneur after training and this goal being ready to do everything to reach.	<b>.570</b>	.418
5.	The dream of progress or development in expertise, professional and technical issues throughout the business life	<b>.630</b>	.253
6.	Main career goal is to raise leaders and managers in organizations	<b>.699</b>	.101
7.	The main career desire is to be a technical expert or professional in his field	<b>.760</b>	.264
8.	To see himself as a leader / or manager in the future business life	<b>.720</b>	.285
9.	Seeing yourself as a professional or technical expert after graduation	<b>.660</b>	.267
1.	Intending to start your own business after graduating with a consistent business idea	.330	<b>.728</b>
10.	Intending to start your own business in the next five years	.173	<b>.795</b>
11.	Intending to start your own business in the next ten years	.256	<b>.782</b>

Also, according to the result of factor analysis, the resulting two-dimensional entrepreneurship, professionalism, and leadership intention scale are shown in detail in Table 6, together with the weight of each variable under the factor, and the mentioned “two-dimensional scale” was considered in the creation of the study's hypotheses.

51.5% of the study participants were female, and 48.5% were male students. 70.5% of the sample was in high school, and 29.5% continued their associate degree education. Also, it was determined that 45.6% of the participants had work experience, 54.4% had no work experience, 46.7% of the participants have entrepreneurs in their families, 53.3% of them have no entrepreneurs. On the other hand, it was observed that 77.3% of the participants were entrepreneurs in their immediate environment, such as relatives and friends, and 22.7% of the participants were not entrepreneurs in their immediate environment.

Besides, 36.6% of the Z generation participating in the research in terms of the monthly income levels of the family of the participants were found to be at the minimum wage and below and 41.4% at the between over minimum wage and 3.000-TL. Moreover, in terms of monthly income levels of the family of the participants, it was found that 16.5% had monthly income between 3.001-TL and 5.000-TL, and 5.5% had 5.000-TL and above.



Neutral scores of entrepreneurship intention and professionalism and leadership intention scales were determined as 3. Accordingly, it can be said that the generation Z who participated in the research is at a positive level because the average intention level of entrepreneurship ( $3.32 > 3.00$ ) and the average level of professionalism and leadership ( $3.41 > 3.00$ ) are above neutral points. However, it was observed that the average level of professionalism and leadership intention of the Z generation participating in the research was higher than the average level of entrepreneurship ( $3.41 > 3.32$ ).

Spearman rho correlation test was used to analyze the direction and severity of the relationship between entrepreneurial intention and professionalism and leadership intention levels since the data set obtained within the scope of the study did not show normal distribution characteristics. Correlation analysis results are given in Table 7 below.

There is a positive correlation ( $r = 0.601$ ), which is moderately significant ( $p < 0.01$ ) relationship between entrepreneurship intention and professionalism and leadership purpose of the Z generation participating in the study. Accordingly, it can be said that the level of professionalism and leadership will increase as the level of entrepreneurship intention increases, and the level of professionalism and leadership will decrease as the level of entrepreneurship intention decreases.

Table 7 - Relationship Analysis with Spearman rho Correlation Test

Spearman rho Korelasyon Test		Entrepreneurship Intention	Professionalism and Leadership Intention
<b>Entrepreneurship Intention</b>	Correlation Coefficient	1,000	,601**
	Sig. (2-tailed)	.	,000
<b>Professionalism and Leadership Intention</b>	Correlation Coefficient	,601**	1,000
	Sig. (2-tailed)	,000	.

\*\* Correlation is significant at the 0.01 level (2-tailed).

However, it can be stated that as the level of professionalism and leadership intention increases, the level of entrepreneurship intention will increase, or as the level of professionalism and leadership decreases, the level of entrepreneurship will decrease.

## Hypothesis Testing

In this part of the study, the hypotheses regarding whether there is a significant difference between entrepreneurship, professionalism, and leadership intention levels according to the socio-demographic characteristics of gender, education level, work experience, etc. of the Z generation are tested respectively. Mann-Whitney U and Kruskal Wallis H tests were used to test the hypotheses.

## Gender

The results of the Mann-Whitney U test regarding whether entrepreneurship intention levels and professionalism and leadership intention levels differ according to the gender of the Z generation participating in the study are presented in Table 8.

It was revealed that there were significant differences between entrepreneurship intentions according to the gender of the generation Z who participated in the study ( $p = 0.024 < 0.05$ ). When the Mean Rank values (ordered average values) are compared, it is seen that Z generation male students have higher levels of entrepreneurship intention than Z generation female students.



On the other hand, there was no significant difference between the levels of professionalism and leadership intention according to the gender of the generation Z who participated in the study ( $p = 0.385 > 0.05$ ). According to the table, it can be said that this difference is not statistically significant in terms of the values received by gender. However, it can be seen that there is a clear difference between the ordered average values.

*Table 8 - Results of the Mann-Whitney U Test in Terms of Gender*

Gender	N	Mean Rank	Mann-Whitney U	z	Asymp. Sig. (2-tailed)
<b>Entrepreneurship Intention Level</b>	Female	290	267,11	35266,000	-
	Male	273	297,82		
	Total	563			
<b>Professionalism and Leadership Intention Level</b>	Female	290	276,23	37911,000	-,869
	Male	273	288,13		
	Total	563			

So, H1: 1.1. “There is a difference between entrepreneurship, professionalism, and leadership intention levels in terms of gender of the Z generation” hypothesis was partially accepted.

## Education Level

The results of the Mann-Whitney U test regarding whether entrepreneurship intention levels and professionalism and leadership intention levels differ according to the education level of the Z generation participating in the research are shown in Table 9 below.

*Table 9 - Results of the Mann-Whitney U Test in Terms of Education Level*

Education Level	N	Mean Rank	Mann-Whitney U	z	Asymp. Sig. (2-tailed)
<b>Entrepreneurship Intention Level</b>	High school	397	264,01	25807,000	-4,084
	Associate	166	325,04		
	Total	563			
<b>Professionalism and Leadership Intention Level</b>	High school	397	267,58	27226,500	-3,257
	Associate	166	316,48		
	Total	563			

As can be seen in Table 9, it has been revealed that there are significant differences between entrepreneurship intentions according to the education level of the Z generation participating in the research ( $p = 0.000 < 0.05$ ). When the average ranks are compared, it is seen that the Z generation students who have received associate degree education have higher levels of entrepreneurship intention than the Z generation students who receive high school education.

Also, a significant difference was found between professionalism and leadership intention levels according to the educational level of the Z generation participating in the research ( $p = 0.01 < 0.05$ ). According to the ordered average values, it was revealed that Z generation students who received associate degree education had higher levels of professionalism and leadership intention than Z generation students who received high school education. According to these results, it can be said that the increase in education level has a positive effect both on the entrepreneurial intention of the Z generation and on the professionalism and leadership intention.

H1: 1.2., “There is a difference between the education level of the Z generation and the levels of entrepreneurship, professionalism and leadership intent,” hypothesis was accepted.

## Work Experience

The results of the Mann-Whitney U test regarding whether entrepreneurship intention levels and professionalism and leadership intention levels differ according to the work experience of Generation Z participating in the research are shown in Table 10 below.

There was a significant difference between entrepreneurship intentions according to the work experience of Generation Z participating in the study ( $p = 0.000 < 0.05$ ). When the ordered average values are compared, it is seen that Z generation students with work experience have higher levels of entrepreneurship intention than Z generation students without work experience.

*Table 10 - Results of the Mann-Whitney U Test in Terms of Work Experience*

Work Experience		N	Mean Rank	Mann-Whitney U	z	Asymp. Sig. (2-tailed)
<b>Entrepreneurship Intention Level</b>	Available	257	317,21	30272,000	-4,735	<b>,000</b>
	Not Available	306	252,43			
	Total	563				
<b>Professionalism and Leadership Intention Level</b>	Available	257	310,91	31890,000	-3,871	<b>,000</b>
	Not Available	306	257,72			
	Total	563				

Also, a significant difference was found between professionalism and leadership intention levels according to the work experience of the Z generation participating in the research ( $p = 0.00 < 0.05$ ). According to the ordered average values, it was revealed that Z generation students with work experience had higher levels of professionalism and leadership intention than Z generation students without work experience. According to these results, it can be said that work experience has a positive effect on generation Z's intention as well as professionalism and leadership intention.

H1: 1.3., "There is a difference between entrepreneurship, professionalism, and leadership intention levels in terms of work experience of the Z generation," hypothesis was accepted.

## Presence of Entrepreneurs in the Family

The results of the Mann-Whitney U test regarding whether entrepreneurship intention levels and professionalism and leadership intention levels differ in terms of the existence of entrepreneurs in the family of Z generation participating in the research are shown in Table 11 below.

There are no significant differences between entrepreneurship intentions in terms of the presence of entrepreneurs in the family of Z generation participating in the research ( $p = 0.198 > 0.05$ ).

*Table 11 - Results of Mann-Whitney U Test in Terms of the Presence of Entrepreneurs in the Family of Z Generation*

The Presence of Entrepreneurs in the Family		N	Mean Rank	Mann-Whitney U	z	Asymp. Sig. (2-tailed)
<b>Entrepreneurship Intention Level</b>	Yes	263	291,37	36984,500	-1,288	<b>,198</b>
	No	300	273,78			
	Total	563				
<b>Professionalism and Leadership Intention Level</b>	Yes	263	290,99	37085,000	-1,230	<b>,219</b>
	No	300	274,12			
	Total	563				

Also, no significant difference was found between professionalism and leadership intention levels in terms of the presence of entrepreneurs in the family of Z generation participating in the study ( $p = 0.219 > 0.05$ ).

According to these results, it can be said that the fact that the family entrepreneurial background does not make a significant difference both on the entrepreneurship intention of the Z generation and on the professionalism and leadership intention.

H1: 1.4., “There is a difference between a family of entrepreneurship, professionalism and leadership intent in terms of the presence of entrepreneurs in the family of the Z generation,” hypothesis was rejected.

### Presence of Entrepreneurs in the Immediate Vicinity

As can be seen in Table 12, there were no significant differences in entrepreneurship intentions in terms of the presence of entrepreneurs in the immediate vicinity of Z generation participating in the study ( $p = 0.901 > 0.05$ ).

Table 12 - Mann-Whitney U Test in Terms of the Presence of Entrepreneurs in the immediate vicinity of Z Generation

The Presence of Entrepreneurs in the Immediate Vicinity		N	Mean Rank	Mann-Whitney U	z	Asymp. Sig. (2-tailed)
Entrepreneurship Intention Level	Yes	435	282,46	27639,000	-,125	,901
	No	128	280,43			
	Total	563				
Professionalism and Leadership Intention Level	Yes	435	283,27	27287,000	-,342	,732
	No	128	277,68			
	Total	563				

Also, no significant difference was found between professionalism and leadership intent levels in terms of the presence of entrepreneurs in the immediate vicinity of Z generation participating in the study ( $p = 0.732 > 0.05$ ). According to these results, it can be said that the presence or absence of entrepreneurs in their immediate surroundings does not make a significant difference both on the entrepreneurial intention and on the professionalism and leadership intention of the Z generation.

In this context, H1: 1.5., “There is a difference between entrepreneurship, professionalism and leadership intent levels in terms presence of entrepreneurs in the immediate vicinity of the Z generation,” hypothesis was rejected.

### Family Income Level

The results of the Kruskal Wallis H test regarding whether entrepreneurship intention levels and professionalism and leadership intention levels differ in terms of the income level of the family of Z generation who participated in the study are shown in Table 13 below.

There are no significant differences found between entrepreneurship intentions in terms of the income level of the family of generation Z who participated in the study ( $p = 0.187 > 0.05$ ).

Table 13 -. Kruskal Wallis H Test Results Regarding Entrepreneurship, Professionalism and Leadership Intent Differences of Generation Z in terms of Family Income Level

Income Level		N	Mean Rank	Chi-Square	df	Asymp. Sig.
Entrepreneurship Intention Level	Minimum wage and below	206	299,96	4,915	3	,178
	Between over minimum wage and	233	277,32			
	Between 3.001.-TL and 5.000.-TL	93	263,31			
	5.001.-TL and above	31	253,90			
	Total	563				
Minimum wage and below	206	291,81	2,643	3	,450	

<b>Professionalism and Leadership Intention Level</b>	Between over minimum wage and	233	272,64
	Between 3.001.-TL and 5.000.-TL	93	274,43
	5.001.-TL and above	31	309,90
	Total	563	

Also, no significant difference was found between professionalism and leadership intention levels in terms of the income level of the family of the Z generation who participated in the study ( $p = 0.450 > 0.05$ ). According to these results, it can be said that the fact that the income level of the family increases or decreases does not make a significant difference on the entrepreneurial intentions of the Z generation as well as on the professionalism and leadership intentions.

So, H1: 1.6., “There is a difference between entrepreneurship, professionalism, and leadership intent levels in terms of the income level of a family of the Z generation,” hypothesis was rejected.

## Conclusion

A significant difference between the socio-demographic characteristics of the Z generation participating in the study between entrepreneurship, professionalism, and leadership intention levels in terms of gender, education level, and work experience was found. However, there was no significant difference between entrepreneurship, professionalism, and leadership intent levels in terms of whether or not the family or immediate vicinity of Z generation is an entrepreneur or not, and in terms of the family income level is high or low.

According to these results, the central hypothesis of the study, The hypothesis that H1: “There is a significant difference between entrepreneurship, professionalism and leadership intention levels according to the socio-demographic characteristics of the Z generation,” was partially accepted.

This result does not support the determination that family professions in the study by Yuksel et al. (2015) positively affect entrepreneurship tendency.

Besides, with this study, it was found that the entrepreneurship intention level (3.32) and professionalism and leadership intention level (3.41) of the Z generation participating in the research were positive.

On the other hand, this study was limited to the Z generation and Adiyaman Kahta district. In other studies to be conducted on this subject, demographic factors that are not emphasized in this study, which are valid on entrepreneurship, professionalism, and leadership intentions of other generations, can be examined in more detail by considering cultural differences.

According to the result of the study, as a suggestion; in cooperation with the University, the Directorate of National Education, Chamber of Industry and Commerce and Chamber of Merchants, joint projects can be developed to increase the entrepreneurship, professionalism and leadership intentions of the Z generation, the Alpha generation following the Z generation, and the next generations. Also, entrepreneurship training can be provided by KOSGEB for generation Z, who is still in high school education. As another suggestion, as mentioned by Seymen (2017), the structural features of the generations can be taken into consideration in the strategic plans developed by the Ministry of National Education and TUBITAK.

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