

## How Important Are Entrepreneurial Motivation, Entrepreneurship Policy Support Entrepreneurial Intention? A Mediating Effect Model of Psychological Safety

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### Abstract

**This research explored how entrepreneurial motivation and entrepreneurship policy impact on entrepreneurial intention, and how does psychological safety play a mediating role between entrepreneurial motivation and entrepreneurial intention, entrepreneurship policy and entrepreneurial intention. In this research, 403 sets of investigation data were collected, which were filled out by students from Chinese mainland, Hong Kong, Macao and Taiwan. To insure the accuracy and validity of statistical analysis, we calculated and analyzed the data by SPSS. The result indicates that entrepreneurial motivation and entrepreneurship policy have certain significant effects on entrepreneurial intention. In addition, psychological safety has a mediating impact between entrepreneurial motivation and entrepreneurial intention as well as entrepreneurship policy and entrepreneurial intention..**

### Keywords

**Entrepreneurial Motivation, Entrepreneurship Policy, Psychological Safety, Entrepreneurial Intention.**

### 1. Introduction

Entrepreneurial intentions firstly were referred to describe a consciousness which directs one's attention, ideology and behavior to fulfill the goal of venture creation (Bird, 1988). It is one's judgment on the possibility to operating one's own business (Krueger, 1993; Krueger, 1995; Crant, 1996), as well as a predictor of entrepreneurship (Krueger et al, 2000). It is proposed that entrepreneurial motivation could help an individual know if it is the right time to start a business and help make better decisions (Džupková & Roháčová, 2013). To boost the formation of highly potential entrepreneurs, the support of entrepreneurship policy is indispensable, for it may affect entrepreneurial intention through improving national and international economy (Haifeng Qian & Kingsley E. Haynes, 2014).

The goal of entrepreneurship policy is to set the rules of market game so that entrepreneurs were encouraged to direct their skills towards productive kinds of entrepreneurship (William J. Baumol, 1990). In recent research, Haifeng Qian and Kingsley E. Haynes (2014) defines entrepreneurship policy as tools that can facilitate the formation of highly potential entrepreneurs. Although the latest study argued that entrepreneurship policy is not as effective as the politicians and researchers predicted (Pia Schou Nielsen, 2016), most of the literature indicate that entrepreneurship policy would help stimulate entrepreneurial intention.

According to plenty of researches and studies, psychological safeties are closely attached to entrepreneurial intention (Wahibur Rokhman & Forbis Ahamed, 2015). Organizational psychological safety is the whole of these positive attributes changing and improving with the education or development (Luthans & Youssef, 2007).

Most of the existing researches and studies aimed at western society instead of asian area. China, however, as a socialist state which riches in multi-culture, to which existing researches may not apply.

Moreover, data of existing researches are mostly from entrepreneur, employee, and MBA students with entrepreneurial intention. These deviation may lead the conclusion into a wrong way when it comes to the entrepreneurial intention of Chinese youths.

Hence this research is an exploratory study focusing on how entrepreneurial policy and entrepreneurial motivation impact on entrepreneurial intention with psychological safety as a mediator, targeting students from Mainland, Hong Kong, Macau and Taiwan districts. Through gathering and analyzing the questionnaires and secondary data, it is the innovative point to hypothesize that two variables, entrepreneurship policy and entrepreneurial motivation, have certain effects on entrepreneurial intention. The research is devoted to look into the adaption measure of the students, and the discrepancy differs from district to district. Furthermore, the theoretical model also attempts to look into the influence of students' psychological safety, which plays as a mediator between the links of two variables and entrepreneurship intentions separately.

## **2. Literature review and hypotheses**

### **2.1 Literature review**

#### **2.1.1. Literature of entrepreneurial motivation**

Entrepreneurial motivation is considered to be a "driver" of starting up one's new business. It would help an individual know if it is the right time to start a business and help make better decisions (Džupková & Roháčová, 2013). Many entrepreneurial motivations have been put forward (Birley & Westhead, 1994; Carter et al., 2003; Cassar, 2007; Shane et al., 1991; Wu et al., 2007), including:

- Economic enhancement;
- Desire for achievement, control and independence;
- Individual development;
- Superior social status;
- Opportunity to innovate new products and services;
- Simulation of role models;
- Contribution to group and family welfare.

According to Block and Koellinger (2009), non-economic motivations are often most powerful. Start-up motivations are affected by factors such as 'opportunity' and 'necessity' entrepreneurship (Cassar, 2007; Taormina & Lao, 2007). 'Opportunity' refers to market opportunities and expectations of material gain (Segal et al., 2005); 'necessity' to a lack of employment opportunities (MacDonald, 1996; Rouse, 2004).

Motivation is a theoretical construct used to explain behavior. It gives the reasons for people's actions, desires, and needs (Elliot, Andrew J, Covington & Martin, 2001). A motive is what prompts the person to act in a certain way, or at least develop an inclination for specific behavior (Pardee, R. L., 1990). Individuals will satisfy their needs through different means, and are driven to success for varying reasons both internal and external (Rabideau, 2005). Intrinsic motivation is the self-desire to seek out new things and new challenges, to analyze one's capacity, to observe and to gain knowledge (Ryan & Deci, 2000). Extrinsic motivation refers to the performance of an activity in order to attain a desired outcome and it is the opposite of intrinsic motivation (Ryan & Deci, 2000).

From plenty of reasons to start up own business, achievement motivation can be quite adequate for success or the attainment of excellence. Based on McClelland's landmark book, *The Achieving Society* (1961), it is reported that among individuals, achievement motivation is associated with preference for moderate risks, taking personal responsibility for results, using feedback to modify their performance, and having a restless expressive style (Chap. 6)--all characteristics that are relevant to success in business. Apart from it, he mentioned as follows: In several different countries, people in business score higher in achievement motivation than do professionals of approximately equal status (Chap. 7).

Another extended theory which could account for the entrepreneurial motivation is expectancy theory. It mainly focuses on the relationships between efforts, performance and rewards (Vroom, 1964). An individual will engage in behavior that he/she perceives will eventually lead to valued rewards (Scholl, 1981). According to this theory, if one could never be satisfied with the rewards gained as an employee, the best way to boost the rewards is to start his own business instead.

### **2.1.2. Literature of entrepreneurship policy**

In the early 1990s, policy makers became increasingly aware of entrepreneurship policy, which is considered as an instrument to facilitate innovation, stimulating entrepreneurship and improving economic environment eventually. The target and field of entrepreneurship policy have been discussed in detail. In early research, William J. Baumol (1990) argued that the goal of entrepreneurship policy is to set the rules of market game so that entrepreneurs were encouraged to direct their skills towards productive kinds of entrepreneurship. Shane (2009) concluded that "Encouraging more people to become entrepreneurs is bad entrepreneurship policy". In recent research, Haifeng Qian and Kingsley E. Haynes (2014) define entrepreneurship policy as tools that can facilitate the formation of highly potential entrepreneurs. These results argued that the entrepreneurship policy should assist firms and entrepreneurs with high potential and ability to pursue productive entrepreneurship.

Nowadays there is a rapidly growing volume of literature about entrepreneurship policy and many of them refer to the effective influence of entrepreneurship policy. The reason why government set policies to support entrepreneurship is that entrepreneurship is an essential source of innovation (Acs et al, 2001), growth (Hart, 2003) and job creation (Birch, 1979). Rhodri Morgan (2001) draws a conclusion that the entrepreneurship policy which aimed at providing the proper business support system and developing new entrepreneurial culture can effectively stimulate entrepreneurs to realize their full potential eventually. Charlotte Norrman and Lars Bager-Sjögren (2010) identified that it is effective for entrepreneurship policy to support innovative entrepreneurs. Therefore, research confirms that entrepreneurship policy is effective. Although the latest study argued that entrepreneurship policy is not as effective as the politicians and researchers predicted (Pia Schou Nielsen, 2016), most of the literature indicate that entrepreneurship policy would help stimulate entrepreneurship.

### **2.1.3. Literature of entrepreneurial intention**

One's career choice can be well predicted by one's intentions (Lent et al., 1994). So when it comes to entrepreneurship career, an entrepreneur's intentions can give a best prediction to establish a new firm instead of joining an existing one (Davidsson, 1991; Katz, 1992; Krueger et al., 2000). Actually, in order to explain the behavior of starting one's own business and the development of entrepreneurial activities in society, numerous entrepreneurship scholars have focused on entrepreneurial intention.

The entrepreneurial intention firstly referred to describe a conscious state of mind that directs a person's attention, ideology and behavior to fulfilling the goal of new venture creation (Bird, 1988). According to Krueger (1993), Krueger (1995) and Crant (1996), entrepreneurial intention is one's judgment on the possibility to owning one's own business.

Lee and Wong (2004) considered entrepreneurial intention as an aspiration of a person to start one's own career. And the entrepreneurial intention followed has developed to describe the personal career guidance and mentality towards self-employment (Nabi & Holden, 2008). And in Thompson (2009)'s opinion, not all of the entrepreneurial intentions can end up happening but he also stressed that entrepreneurial intention is the premise of one's entrepreneurial behavior.

Recently, Liñán and Fayolle (2015), after studying enormous published work on entrepreneurial intentions from 2004 to 2013, showed that entrepreneurial intention is synthesized by the complexities inherent in personality and cognition, upon what types of variables can affect the way people return to reality.

Until then, there are still various opinions and findings on entrepreneurial intention and we think entrepreneurial intention is still in exploring stage. In our paper, based on the research, we define

entrepreneurial intention as a fundamental norm to describe the degree of determination and ability put to achieving self-employment, especially undergraduates and graduates.

## **2.2 Hypotheses**

### **2.2.1. Entrepreneurial motivation and entrepreneurial intention**

Based on the existing research, motivation for business start-up has been related to psychological (Shaver & Scott, 1991), socio-psychological (Hessels et al., 2008), cognitive value and economic theories (Block & Koellinger, 2009; Kurtoko et al., 1997).

One reason why students of an increasing number start to create their own business is that they have realized they may not pass the degrees to graduate smoothly and receive offers from the ideal companies. Different from the notions of conventional education system, nowadays, thousands of universities or colleges prepare their students for entrepreneurship. The business schools offer entrepreneurship courses and arrange sharing sessions, which create opportunities for students to be able to talk with experienced successful entrepreneurs up close. Although this field has become increasingly welcome, most entrepreneurial education remains in the confines of business school (Volkman, 2004) and focuses on business students in entrepreneurship courses (Shay & Terjensen, 2005), while Shay and Terjensen stressed the necessity to look outside colleges of business and call for the aspirations and intentions of entrepreneurship students.

Apart from the students' choice, some employers are indeed looking for students with the relevant experience even when hiring for entry-level positions, for the managers think these students are likely to be more familiar with the business and accountable for their own jobs. Furthermore, thoughtful and creative, young entrepreneurs could bring the company brand new vigor and innovation, which may boost the profit and elevate the status.

On the basis of the above theories and experiences, in our research, it is therefore likely that the entrepreneurial motivation affects the entrepreneurial intention, so:

H1. Entrepreneurial motivation has positive influence on entrepreneurial intention.

### **2.2.2 Entrepreneurship policy and entrepreneurial intention**

Many researches share similar determinants of entrepreneurship policy. According to Scott Shane (2009), the goal of entrepreneurship policy is to "create more jobs, improve growth, reduce unemployment, help people emerge from poverty, facilitate innovation, and make the market more competitive". Magnus Henrekson and Mikael Stenkula (2009) argued that to "stimulate economic growth, job creation, social welfare and innovation" is the aim of entrepreneurship policy. Most of the studies mentioned that entrepreneurship policy can facilitate economy and have various positive effects. Another study uses Swedish sample to explore economic factors that influence individual's intention to become an initial entrepreneur (Davidsson, 1995). And this result showed that entrepreneurship policy may affect entrepreneurial intention through improving economy. Reynolds et al (2000) have used employment as measurement and identified a positive link between entrepreneurship policy and economic growth. Therefore, entrepreneurship policy has influence on both economy and entrepreneurship policy, all of which are likely to affect entrepreneurial intention. Myung-Kyu Kwon and Hae-Sool Yang (2016) tried to examine the entrepreneurship policy that may be able to affect the entrepreneurial intention. The results also demonstrated that the entrepreneurship policy will have influence on the entrepreneurial intention.

On the basis of the above theories and experience, in our research, it is likely that the entrepreneurship policy can affect entrepreneurial intention, so:

H2. Entrepreneurship policy has a positive effect on entrepreneurial intention.

## **2.3 Mediation of psychological safety**

### **2.3.1. Literature of psychological safety**

As Edmondson and Lei (2014) noted, psychological safety was mentioned as early as 1965 by Schein and Bennis as critical to individuals feeling secure when responding to changing environmental

demands (Binita Tiwari & Usha Lenka, 2014). Psychological safety refers to “feeling able to show and employ one’s self without fear of negative consequences to self-image, status, or, career “ (Kahn, 1990). Recently, psychological safety is the mentality of ability to perform oneself with courage of negative consequences to self-cognition, identity, or occupation and essence from a journey of social situations that are predictable and consistently safe (Xiaojun Liu, 2016).

On the foundation of existing studies, we define psychological safety as the ability to predict and performance like powerful, strong faced with danger or risk possible to occur, and a sense of certainty and control to the future.

### 2.3.2 Psychological safety as mediating role

Psychological safety partially mediated the relationship between abusive supervision and organizational identification (Wenxing Liu, Pengcheng Zhang, Jianqiao Liao, Po Hao & Jianghua Mao, 2014). Psychological safety played positive role in mediating the relationship between authentic leadership and employee whistle blowing (Shengmin Liu, Jianqiao Liao & Hongguo Wei, 2013). However, most of the existing studies use psychological safety as a mediating role in one’s professional career but not in one’s entrepreneurship. By emphasizing how a change in policy introduces (dis) incentives that shape individual behavior in aggregate (North, 1990), policy researchers have paid less attention to how the psychological safety will be effected by entrepreneurial policy. Meanwhile, entrepreneurial policy has a positive impact on small and medium scale enterprises (Priscillia Ozioma-Eleodinmuo, 2015), which didn’t stressed out the positive impact on individuals from the entrepreneurial policy that to push the enterprises to behave positively affected by the entrepreneurial policy. Development of social entrepreneurship has led to numerous changes in societies where policies are adopted to foster social entrepreneurship (Zahra Arasti, HadiZarei & FatemehDidehvar, 2015), which didn’t stressed out the positive impact on individual psychology .According to existing research, motivation for business start-up has been related to psychological (Shaver and Scott, 1991), socio-psychological (Hessels et al., 2008), cognitive value and economic theories (Block and Koellinger, 2009; Kurtoko et al., 1997). However, hardly ever studies stressed out the psychological safety. An individual will engage in behavior that he/she perceives will eventually lead to valued rewards (Scholl, 1981), which is one of psychological safety’s behavioral expression.

Even though, psychological safety is still one of the psychological mechanism which has a positive impact on ones identification and work ambition (Xiaojun Lyu, 2016). There has been studies showed that psychological factor has a strong indication of entrepreneurial intention (Wahibur Rokhman & Forbis Ahamed, 2015), whose behavioral expression is closely similar with psychological safety such as one’s attitudes and behavior as important measurement in the real entrepreneur practice (McClelland, 1961).

As our exploration of the existing studies, we found that psychological safety closely connected with the environment and the source of power, which may be able to have a positive impact one’s entrepreneurial intention. So we build our research hypothesis as following:

H3.The entrepreneurial motivation will promote the psychological safety , which may be able to impact the entrepreneurial intention;

H4.The entrepreneurial policy impact the psychological safety, so the entrepreneurial intention will be impacted.

### 3. Model

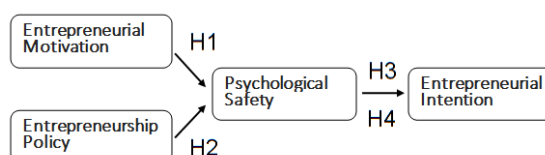


Figure 1: Model of the Paper



## 4. Method

This topic focused on the entrepreneurial intention of undergraduates. The topic was studied mainly in mainland, Hong Kong, Macao and Taiwan, and explored different areas, different schools, different ages and different majors of college students as samples with a structured questionnaire to collect data.

The participants in the survey of 403 (164 males and 239 females) come from different areas. The age of the college students is between 18 and 35 ( $SD=0.536$ ), and the major age is 22.36 years old. As to the education level of all college students ( $SD=0.681$ ), 99 people are in junior college, 252 are working on undergraduate, 39 are studying for master degree and 13 for doctorate. This study enjoys enough volumes of sample to make data analysis.

## 5. Measure

The questionnaire designed for the research of scale was via multilateral certification at home and abroad with high reliability and validity of scale. The report was combined with the specific situation of the domestic college students' entrepreneurship, and then revised the scale. The report adopted a 5-point Likert-type measurement format (1 = not at all, 5 = to a great extent).

### 5.1 Entrepreneurial motivation

This was measured with seven items (e.g. "My entrepreneurship is to increase personal income") form. The principal axis factoring was used to submit the seven items, and the factor could explain 57.10% of the variance. This scale's Cronbach's  $\alpha$  is .873.

### 5.2 Entrepreneurship policy

This was assessed with five items (e.g. "The tax does not constitute a new burden of venture enterprises")

(DR Gnyawali & F Dan, 1994). The principal axis factoring was used to submit the five items, and the item factor could explain 69.14% of the variance. This scale's Cronbach's  $\alpha$  is .888.

### 5.3 Psychological safety

This was measured with four items (e.g. "Entrepreneurial team members are easy to understand and accept other colleagues") (Anderson and West, 1999). The principal axis factoring was used to submit the four items, and the factor could explain 69.36% of the variance. This scale's Cronbach's  $\alpha$  is .851.

### 5.4 Entrepreneurial intention

This was assessed with four items (e.g. "I have determined to create a company") (F Liñán and YW Chen, 2009). The principal axis factoring was used to submit the four items, and the factor could explain 81.41% of the variance. This scale's Cronbach's  $\alpha$  is .886.

## 6. Results and discussion

### 6.1 Descriptive statistics and correlations

Table 1 showed the means, Std. D and correlations of variables. The results showed that EI was significantly correlated with EM ( $r=.370, p<0.01$ ), EP( $r=.556, p<0.01$ ) and PS ( $r=.504, p<0.01$ ). EM and EP were significantly correlated with PS ( $r=.453, p<0.01$  and  $r=0.467, p<0.01$ ), EM was significantly correlated with EP ( $r=.319, p<0.01$ ).

Table1. The Means, Std.D, and Correlations of Variables

	Variables	Means	Std.D	1	2	3	4	5	6	7
1	Gender	1.593	.491	-						
2	Age	1.188	.536	-.170**	-					
3	Education	1.914	.681	-.132**	.475**	-				
4	EM	3.850	.753	-.048	.019	-.025	-			

5	EP	3.341	.828	-.156**	.030	-.003	.319**	-		
6	PS	3.760	.786	-.138**	.061*	.042	.453**	.467**	-	
7	EI	3.348	.983	-.216**	.074**	-.010	.370**	.556**	.504**	-

Note1:EM=Entrepreneurial Motivation; EP=Entrepreneurship Policy; PS= Psychological safety; EI=Entrepreneurial Intention.

Note2: When\*, p < .05; \*\*p < .01

To test the mediating effects, we followed the suggestions of Frazier, Tix and Barron (2004). Except for Frazier explaining the procedure of testing mediating effects with three variables (independent variable, mediator variable and outcome variable), we also controlled the effects of the gender, age and education level of the entrepreneurs.

Consequently we tested the hypotheses through hierarchical multiple regression analysis. Table 2 provided the estimated parameters and the results of the hypotheses testing of the mediating effect of psychological safety between entrepreneurial motivation and entrepreneurial intention. For H1, entrepreneurial motivation had a significant positive effect ( $\beta=0.358$ ,  $P<0.001$ ) on entrepreneurial intention. Psychological safety played a role of mediating effect(H3;  $\beta=0.402$ ,  $P<0.001$ ) between entrepreneurial motivation and entrepreneurial intention.

Table 3 showed the mediating effect of safety between entrepreneurship policy and entrepreneurial intention. For H2, entrepreneurship policy had an outstanding effect ( $\beta=0.534$ ,  $P<0.001$ ) on entrepreneurial intention. In addition, psychological safety showed the significant mediating effect ( $\beta=0.395$ ,  $P<0.001$ ) between entrepreneurship policy and entrepreneurial intention.

We tested four hypotheses. Firstly, entrepreneurial motivation would have an important effect on entrepreneurial intention. Secondly, entrepreneurship policy would be positively associated with entrepreneurial intention. Thirdly, psychological safety would have a mediating effect between entrepreneurial motivation and entrepreneurial intention. Last but not least, psychological safety would have a mediating effect between entrepreneurship policy and entrepreneurial intention. We tested the hypotheses with the sample of 403 students in Chinese mainland, Hong Kong, Macao and Taiwan. Our research results support the hypothesized relationships.

Table 2. Summary of Hierarchical Regression Analysis for mediation of psychological safety1

Variables	Model1	Model2	Model3	Model4
	EI	EI	PS	EI
Gender	-0.213***	-0.196***	-0.109***	-0.152***
Age	0.072*	0.061*	0.021	0.052
Education	-0.072*	-0.056	0.029	-0.067**
EM		0.358***	0.448***	0.177***
PS				0.402***
R <sup>2</sup>	0.052***	0.179***	0.221***	0.306***
Adj-R <sup>2</sup>	0.050***	0.177***	0.218***	0.303***
F	22.154***	187.112***	309.671***	219.935***

Note1: N=403, when\*\*\*, P<0.001; \*\*, P<0.01; \*, P<0.05

Note2: EM=Entrepreneurial Motivation; PS=Psychological Safety;EI=Entrepreneurial Intention

Table 3 Summary of Hierarchical Regression Analysis for mediation of psychological safety2

Variables	Model1	Model2	Model3	Model4
	EI	EI	PS	EI
Gender	-0.213***	-0.130***	-0.097***	-0.112***

Age	0.072*	0.062*	0.003	0.054**
Education	-0.072***	-0.055*	-0.036	-0.062**
EP		0.534***	0.455***	0.303***
PS				0.395***
R <sup>2</sup>	0.052***	0.330***	0.228***	0.306***
Adj-R <sup>2</sup>	0.050***	0.328***	0.225***	0.303***
F	22.154***	500.297***	316.903***	219.935***

Note1: N=403, when\*\*\*, P<0.001; \*\*, P<0.01; \*, P<0.05

Note2: ET=Entrepreneurship Policy, PS=Psychological Safety; ET=Entrepreneurial Intention

## 7. Discussion

In summary, in the past studies, many scholars studied the entrepreneurial intention, while this paper overcomes the limitation of previous research. The paper creatively established the model of entrepreneurial intention. Through the theoretical analysis and empirical research, the paper explored the links between entrepreneurship policy, entrepreneurial motivation, psychological safety and entrepreneurial intention. At the same time, one of the values of this study is choosing the students from four places (including Chinese mainland, Hong Kong, Macao and Taiwan) as samples, and deeply exploring the differentiated characteristics of the entrepreneurship of the students and entrepreneurship policy of several places. Based on a large amount of data and accurate analysis, it is proven that the hypotheses made in this paper are real and effective.

First of all, through data analysis we conclude that the entrepreneurship policy has a positive impact on entrepreneurial intention. In other words, when the government releases the policy, the more conducive to entrepreneurship, the stronger the entrepreneurial will of college students will be. It is indicated in this investigation that the total number of entrepreneurial students in Chinese mainland has expanded gradually and steadily, as well as the diversification of profession, high vitality and other significant trends. Providing business entrepreneurship policy which is more comprehensive could improve the entrepreneurial aspirations of college students. Recommended that all levels of government to actively guide all kinds of financial institutions to increase the support of the entrepreneurial efforts of graduates. With the help of a series of policies, college students could enjoy the most favorable entrepreneurship environment.

Entrepreneurial motivation has a positive impact on entrepreneurial intention. That is, when the students have a stronger entrepreneurial motivation has a strong entrepreneurial intention. Entrepreneurial motivation is one of the important behavioral traits of university students, and it can influence the transformation of entrepreneurial intention relatively. When college students want to achieve their own pursuits of entrepreneurship, the transformation of the entrepreneurial intention becomes stronger. Through the analysis of the data, it could be concluded that college students in Chinese mainland, Hong Kong, Macao and Taiwan are motivated and willing to decide whether to start their own business.

Psychological safety plays an intermediary role between entrepreneurial motivation and entrepreneurial intention. After incorporating psychological safety as an intermediate variable, it is found that entrepreneurial motivation has an increased impact on entrepreneurial intention. When college students' psychological sense of safety increases, students are more willing to start their own development, as well as more attentive to the business center. To enhance the popularization of entrepreneurial knowledge, universities and enterprises should offer more experience sharing, expert Q & A and other forms of activities to inspire and help students on their way of entrepreneurship. Via these activities, the confidence and psychological safety of college students could be enhanced, which may stimulates their entrepreneurial aspirations.



Psychological safety plays a mediating role between entrepreneurship policy and entrepreneurial intention. Through multiple stratum regression analysis, this paper concludes that the entrepreneurship policy has a positive impact on entrepreneurial intention when psychological safety is an intermediary variable. A good entrepreneurship policy could create a suitable atmosphere for entrepreneurial students, and reduce the student's concern for the failure of entrepreneurship. A good entrepreneurship policy can enhance the psychological safety of college students and thus enhance the entrepreneurial intention of college students. The history of China's policy on college students' entrepreneurship only appeared a dozen years, which is still in the starting stage. In addition, business promotion for college students is quite less on the media, and their knowledge and recognition of entrepreneurs not enough. The Government should supervise the news media to promote business policies to encourage entrepreneurship. With a lot of publicity to enhance the psychological safety of college students, their entrepreneurial intention would be enhanced too.

Based on the above discussion, this report stands on the entrepreneurial intention model, confirming the influence of entrepreneurship policy and entrepreneurial motivation and the mediating effect of psychological safety. Nevertheless, due to the limitation of the condition, some of the variables this study selected may influence setting hypotheses and making tests on entrepreneurial intention. Yet other variables and conditions haven't been verified, large research process could be further expanded and deepened in the future.

## 8. limitation and future research

We would be remiss not to admit some limitations of the current study. First of all, the difficulties of data collect of this subject. The research scope covers the mainland, Hong Kong, Macao and Taiwan; the respondents are from four different schools in different grades and different professionals. Since the school types are not the same, sometimes to recover the questionnaire is more difficult. And the volume of sample is not enough, which leads to the situation of education background and distribution of the school type are not average. Secondly, most of the respondents of this subject are not entrepreneurial and have never participated in the entrepreneurial competition; the part is not convincible enough to represent the whole. In the later research, the demographic variable would be more specific and precise so that the sample could be more representative. As to information collection, there are still limitations of the reference material of this subject. The universality of the conclusion needs to be improved. Finally, due to the different policy environment and entrepreneurial environment of the four places, the suggestions of this study are not perfectly matched with the specific condition of each region. Hopefully, some scholars could continue to improve the operability of the proposal.

## 9. Funding

This research was supported by Humanity and Social Sciences Research Foundation of Ministry of Education of China (15YJC630069) and Sciences Research Talents Project Fund for Outstanding Young Teachers in Fujian Higher Education Institutions, China(2016023).

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