

The Role of Motivational Needs in Shaping Social Entrepreneurship Activities of People with Disabilities in Malaysia

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Abstract: Despite the discrimination faced by people with disabilities (PWD) in the workforce, social entrepreneurship (SE) serves as a vital pathway to enhance their employment opportunities. SE is recognized as a driving force for addressing social issues by leveraging business activities that prioritize social outcomes, thereby supporting the efforts of non-profit organizations and government agencies to uplift economically disadvantaged communities. Successful social entrepreneurship necessitates strong motivation, particularly within underprivileged communities, to achieve social goals. When these motivational needs are unmet, it can result in decreased performance and increased organizational turnover. This study explores the relationship between motivation and social entrepreneurship activities, explicitly focusing on McClelland's theory of needs, which encompasses the need for achievement, affiliation, and power. Questionnaires were distributed to 103 individuals with disabilities, all 18 and older, registered with the Department of Social Welfare and engaged in social entrepreneurship. Data were analyzed using SPSS version 28 and SmartPLS 4. The findings indicate a significant relationship between affiliation motivation and social entrepreneurship activities. A primary motivational profile was identified, highlighting the need for affiliation first, followed by power, and then achievement. This supports prior research suggesting that people with disabilities (PWD) engage more with their communities due to shared experiences, generating economic value. This study enhances McClelland's Need Theory concerning motivation in social entrepreneurship for individuals with disabilities. Future research should investigate longitudinal data and specific dimensions of affiliation.

Keywords: *Social Entrepreneurship; People with Disability, McClelland Theory, Motivation*

1. Introduction and Background

The rise of entrepreneurship has given way to social entrepreneurship (SE), which addresses social issues within an entrepreneurial framework (Rozali et al., 2018). SE is a type of entrepreneurship that is different from other forms of entrepreneurship in that it involves profit-making, production, and sale of goods or services, and innovation. It applies conventional entrepreneurial thinking in addressing critical social problems such as unemployment, poverty, hunger, and breakdown of communities with a key belief in universal social justice (Adnan et al., 2018). The growth of SE is vast and support for it is particularly widespread in developing countries. While scholars are debating on the definition, areas and the concepts of the SE there is a consensus that this is a catalyst of change for solving social issues (Nguyen, Rossi, Vilaine & Hamieh, 2024; Betts et al., 2018; Elliott, 2019)

In this paper, the word "social entrepreneurship" describes activities that utilize social elements to create business opportunities. This is often achieved through the efforts of non-profit organizations or government agencies targeted to improve the economic conditions of disadvantaged communities. Social entrepreneurship does place less emphasis on the profit motive than traditional enterprise; rather, the emphasis is on effecting social change and striving for collective social good rather than purely personal financial gain. Academia has shown that social entrepreneurship is good for society and a necessary part of economic development, just like commercial entrepreneurship (Wahid et al., 2018). Many studies show that social entrepreneurship is doing better than commercial entrepreneurship in creating value for society with innovative solutions for social problems, whether it is carried out as a non-profit or profit-motive (Rozali et al., 2018). Recent research and publications underscore social entrepreneurship's growing importance and changing character. It is increasingly recognised as a potent agent of innovation, particularly in addressing social challenges that

conventional businesses and government sectors tend to ignore, based on the Global Innovation Index 2024. This demonstrates that social entrepreneurship has the potential to deliver substantial social impact and to drive community-led innovation (WIPO, 2024).

It should be kept in mind that social enterprise is only one of many other jobs. This is a critical milestone that can make a difference in the lives of persons with disabilities (PWD) and increase their inclusion in society. Such engagement is aligned with the general aims of the SE framework (Rozali et al., 2018). Yet not everyone will be interested in participating in social entrepreneurial exercises. As a result, motivation becomes vital as to whether an individual gets started, continues and succeeds in SE (Nawi et al., 2018). Motivation has a substantial impact on the performance and survival of an organisation (Nhemachena & Murimbika, 2018). Although employee motivation is increasingly accepted as core to the success of any business, few studies have focused on this issue in established social enterprises.

Notwithstanding the growing literature on the value of social entrepreneurship (SE) to PWD in terms of job creation and empowerment, there is a considerable lack of research on the motivational factors that drive PWD into engaging in SE. This investigation hopes to contribute meaningful ideas about such motives. More motivated people generally do better things, and make greater effort and enthusiasm, which is conducive to the achievement of better results (Kaleedy, 2018). The present study is grounded on McClelland's needs theory: achievement, affiliation, and power needs. This research would investigate the motives of people with disabilities in the Social Welfare Department of Malaysia and their participation in the social entrepreneurship programme. The purposes of this study are as follows:

- To examine the relationship between motivational factors and social entrepreneurship activities
- To investigate the most influential factor on motivation among people with disabilities (PWD).

2. Literature Review

Social Entrepreneurship

Social entrepreneurship is the innovative use and combination of resources to address social problems and needs (Mair & Rathert, 2025). It involves individuals, groups, startup companies, or entrepreneurs who develop funding and implement solutions to various social, cultural, or environmental issues. These entrepreneurs often employ individuals who are developmentally disabled, chronically mentally ill, physically challenged, impoverished, or otherwise disadvantaged. Alternatively, they may sell mission-driven products and services that address specific social problems (Boschee & McClurg, 2003). According to Suryandharu et al. (2019), social issues often arise from the inability of the public (government) and private (industry) sectors to empower civil society to tackle the problems they face. The goal of social entrepreneurship is to generate positive outcomes for both key stakeholders and disadvantaged communities. Unlike traditional businesses prioritizing profit, social entrepreneurship focuses on creating social value, positively impacting social issues (Fhiri et al., 2018; Karthik & Ramprasad, 2021). Social entrepreneurship is increasingly recognized as a vital contributor to the nation's economy (Kadir & Sarif, 2016).

People with Disabilities

According to the Department of Social Welfare Malaysia records, the number of registered PWDs in Malaysia now stands at 637,537 people as of January 2023. As compared to the total population of Malaysia, which is an estimated 32 million people, PWDs make up approximately 1.53 percent of the total population, where the numbers might be higher due to the low reachability of the rural population (Mustaffa et al., 2020). Due to social stigma, discrimination, and environmental barriers that prevent them from contributing meaningfully to society, many disabled people are "hidden" at home or assigned to specific groups (Maziriri et al., 2017) for example, a study conducted by Omar et al. (2021) revealed that hiring PWDs may delay the company's objective and mission, and this becomes an obstacle for employers who have PWDs in their organizations to continue the business (Omar et al., 2021). As PWDs face a variety of difficulties, one important aspect that determines how they deal with these difficulties is their category of disability. Seven (7) categories of PWDs can be considered for the registration of PWDs by the Social Welfare Department Malaysia: physical, learning, speech, visual, mental, hearing, and multiple disabilities. Having a disability may be a limiting factor for specific activities; however, not all types of disability imply the same difficulties, namely those related to the

entrepreneurial initiative (Salvador & Gaspar, 2019). However, the disabled population segment should not be disregarded due to their vulnerability. They also acquire a dependency relationship with the state when they are legally granted social assistance and become accustomed to their dependency status through everyday activities (Gimbuta, 2012).

McClelland's Theory of Need

Motivation is crucial for nearly everyone who engages in work or social interactions. Its impact is particularly significant in social entrepreneurship, especially when it comes to empowering people with disabilities (PWD). In other words, motivation helps people reach for the stars, find purpose, and identify along the way. This helps them deal with difficulty and develop inventive solutions that benefit them and their society. Through understanding and practicing motivation, social entrepreneurs can motivate persons with disabilities to focus on their ability to overcome challenges and make a difference in their communities. Employees who are effectively motivated to carry out work activities are more productive, more committed to their jobs, and experience a better sense of ownership of their work that can translate into better organizational performance (Nguyen et al., 2024; Osemeke & Adegboyega, 2017). McClelland found that people differ in the way that they rank needs, and have these categorized into three areas: achievement, affiliation, and power. Due to the large number of studies conducted on entrepreneurship, it is assumed that this theory is robust enough that it can be adapted and investigated within social entrepreneurship (Lai et al., 2022). McClelland's three needs are all essential to every individual, but all of them are contingent on situation, context, and time.

a) Need for Achievement

The first area is the need for achievement, which is the motive to achieve success in particular situations that require an individual's performance to be evaluated against some standard (Miron & McClelland, 1979). A study by Maran et al. (2021) also finds that the need for achievement of entrepreneurs significantly influences the discovery and taking of new opportunities. This is perhaps because the return to a venture is monetary and could involve achieving social needs, social justice in communities, or environmental objectives (Elliott, 2019). According to Liu et al. (2022), the achievement motive is foremost in students interested in entering the business world through entrepreneurship, though to varying degrees in different individuals. Therefore, the first research hypothesis of the study is:

H1: There is a positive association between the need for achievement and social entrepreneurship activity for people with disabilities.

b) Need for Affiliation

Secondly, the need for affiliation concerns a member's wish to initiate, maintain, or restore a positive relationship with another person. A study on female social entrepreneurs in the Lundu District of Sarawak revealed that their main motive behind engaging with social entrepreneurship was driven by affiliation rather than achievement or power (Lai et al., 2022). In addition, the social isolation of people with disabilities may be reinforced if they stay at home and have fewer chances to interact with others, leading to feelings of disconnection from the community (Ramdan et al., 2023). However, Maran et al. (2021) argued that the extreme value placed on the need to belong might hinder the entrepreneurial process. From these considerations, the following hypothesis can be formulated:

H2: The need for affiliation in individuals with disabilities is positively associated with social entrepreneurship activities.

c) Need for Power

The last area is the need for power, which refers to the desire to influence or control the behavior of others for personal purposes or the success of a greater good. Some people use power and authority as an incentive. This is particularly significant for entrepreneurial actors who have the intention to place their perceptions and ideas at the forefront, becoming effective leaders and positively managing their entrepreneurial activities (Ramdan et al., 2023). Disabled people, like anyone else, also have a power need, but for them, power means something else than for others. Nuwagaba and Rule (2015) lend weight to this argument, stating that the power that resides in people with certain disabilities can be situational. This diversity is shaped by the ways PWDS exercise their powers or by their types of disabilities. Based on these factors, this power can be used as motivation or demotivation. Hence, the tested hypothesis is:

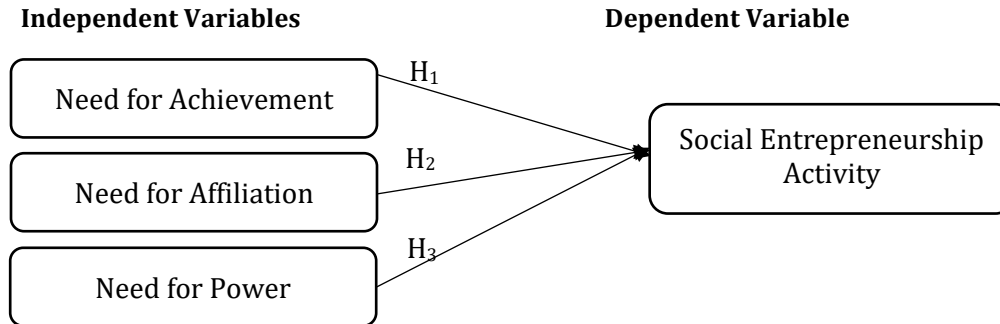
H3: There is a positive relationship between the need for power and the social entrepreneurship activities of

disabled people.

Theoretical framework

For this purpose, the researcher employed David McClelland's three needs of motivation: need for achievement (N Ach), the need for affiliation (N Aff), and the need for power (N Pow). The theory presented in Figure 1 was developed to examine the association among the three independent variables, calculated as achievement, power, and affiliation needs, and the dependent variable of social entrepreneurship activity.

Figure 1: Theoretical Framework
Independent Variables



3. Research Methodology

The Malaysian government has set up an active social entrepreneurship program to empower people with disabilities (PWDs) who have difficulties finding employment in the formal job market. The program aims to leverage opportunities to realise the potential of PWDs and to make it inclusive for them, by enabling them with the resources and support required to excel in their professional journey. The organization is working to challenge the status quo and create a more diverse, more equal workplace through its original programs and partnerships. It is a system that allows them to work on their own.

The quantitative approach was used by the researchers in this study, using purposive sampling of PWDs who fulfil the following criteria: registered under the Social Welfare Department (JKM), 18 years old and above, actively involved in social entrepreneurship activities and can communicate using the Bahasa Malaysia language to answer the question. This strategy is in accordance with the work of Maran et al. (2021) as the inverse relationship of extant studies with a focus on quantitative methods when examining possible determinants of motivational dimensions. In addition, trained PWDs are experienced and have better and more knowledge of contemporary issues which are relevant to this study. This study used G*Power software to calculate the sample size needed for the model proposed and found that a sample size of 103 was needed for the moderation model.

Data was sampled from five agencies involved in social entrepreneurship, as recommended by the Department of Social Welfare. The institutions were Bengkel Daya Klang, ProWell Center Bangi, Pusat Dalam Komuniti Malindo Melaka, Bengkel Sampul Surat Batu Pahat Johor, and Bengkel Daya Kedah. Because of the diversity of disability types, a survey was carried out on-site. People with disabilities who answered the questions were assisted in answering the survey. The quality of the answer was improved by assisting the PWD to answer the questions with the help of supervisors or teachers or the person in charge on the site to interpret the questions into meanings close enough to be relatable to them.

The measures of variables in this study were modified from existing scales employed in earlier studies and were checked for their reliability by an academic in the Faculty of Business and Management and an officer in the Department of Social Welfare. The research instrument was divided into four sections, which were properly captioned and guided by clear instructions for easy comprehension by the respondents. Section A: Demographic characteristics of people with disabilities (PWD). There are 25 items related to Section B, which are used to measure the motivators driving PWDs to undertake the social entrepreneurship theory. The present section of questions is an adaptation of the Manifest Needs Questionnaire by Steers and Braunstein (1976) and includes further items drawn from Lai et al. (2022). Participants are required to evaluate their motivation

based on five items related to their need for achievement, need for affiliation, and need for power, which are related to their current occupation. They express their agreement with these statements on five Likert scales in which five is referring to "strongly agree" and one is referring to "strongly disagree." In section C: Social entrepreneurship activities of PWD, the respondents were asked to evaluate economically and socially PWD's contributions. This section consists of ten items derived from the research of Lai et al. (2022) and is measured using a Likert scale. Before the analysis, the data underwent the cleaning process to ensure all collected information met the established criteria. Then, the usable data were computed using SPSS version 28 for descriptive statistics and SmartPLS 4.0 to explore and examine the relationships among the variables.

4. Results

The data used in this study were obtained from Malaysian people with disabilities (PWD), registered with the Department of Social Welfare Malaysia, actively participating in social entrepreneurship activities, and aged at least 18 years old when the data were collected. The chosen institutions were those that actively carry out social entrepreneurship activities. Table 1 refers to the questionnaires collected and answered by the selected Department of Social Welfare institution.

Table 1: The retained questionnaires were set according to DSW institutions

JKM institutions	Frequency
Bengkel Daya Klang	32
ProWell Center Bangi	4
Pusat Dalam Komuniti Malindo, Melaka	5
Bengkel Sampul Surat Batu Pahat Johor	29
Bengkel Daya Kedah	34

The demographic information of the respondents is presented in Table 2. Most respondents were male, comprising 62.1% of the total participants. When examining age distribution, the largest groups were young adults, with 35.0% of respondents in the 18 to 25 age range and another 35.0% in the 26 to 34 age range. This indicates a youthful demographic, likely reflecting a dynamic perspective on the issues surveyed. In terms of education, 70.9% of participants completed secondary schooling, demonstrating a solid foundation of formal education among the respondents. Additionally, 54.4% of the individuals reported earning an income of less than RM 500, suggesting economic challenges that a considerable portion of the population faces. Moreover, it is noteworthy that individuals with learning disabilities represented the highest percentage among the respondents, making up 63.1% of the total. This highlights an important area of focus, indicating a significant number of respondents who may have specific needs and experiences that warrant further exploration and consideration in the context of the survey findings.

Table 2: Demographic Profiles of Respondents

Demographic	Frequencies	Percentage (%)
Gender		
Male	64	62.1
Female	39	37.9
Age		
18-25 years	36	35.0
26-34 years	36	35.0
35-44 years	21	20.4
45-54 years	4	3.9
> 55 years	6	5.8
Race		
Malay	95	92.2
Chinese	6	5.8
India	2	1.9
Marital Status		
Single	88	85.4

Married	15	14.6
Education Background		
Bachelor's degree and above	4	3.9
Professional Certificate/ Diploma	3	2.9
Primary school	14	13.6
Secondary school	73	70.9
No formal education	9	8.7
Gross monthly income		
Less than RM 500	56	54.4
RM 501 – RM 1,000	37	35.9
RM 1,001 – RM 1,500	3	2.9
RM 1,501 – RM 2,000	3	2.9
RM 2,001 – RM 3,000	1	1.0
RM 3,000 and above	3	2.9
Disabled Category		
Physical disability	29	28.2
Visual disability	2	1.9
Hearing disability	4	3.9
Learning disability	65	63.1
Mental disability	1	1.0
Multiple disabilities	2	1.9

Measurement Model

The present study conducts its data analysis by employing Smart PLS 4.0 based on the guidelines of Hair et al. (2018) and Ramayah et al. (2018). The results of the PLS-Path model are evaluated using two-stage analytical procedures: the measurement model (validity and reliability of the measurement model) and the structural model (testing the hypothesized relationships). Three criteria were examined when assessing the measurement model. They were consistent with internal reliability, convergence validity, and discriminant validity. The results are presented in Table 3.

Table 3: Results Summary for Reflective Measurement Models

Constructs	Items	Outer Loadings	AVE	CR
		>0.60	>0.50	>0.7
Need for Achievement	NAC1	0.767	0.549	0.829
	NAC2	0.803		
	NAC3	0.633		
	NAC5	0.751		
Need for Affiliation	NAF1	0.672	0.511	0.758
	NAF3	0.738		
	NAF5	0.732		
Need for Power	NPW1	0.813	0.623	0.891
	NPW2	0.718		
	NPW3	0.662		
	NPW4	0.890		
	NPW5	0.842		
Social Entrepreneurship	SENT1	0.518	0.518	0.911
	SENT2	0.690		
	SENT3	0.829		
	SENT4	0.862		
	SENT5	0.775		
	SENT6	0.898		
	SENT7	0.723		
	SENT8	0.774		
	SENT9	0.373		

The findings indicate that each construct's composite reliability (CR) ranges from 0.758 to 0.911, which falls within the acceptable range. For a measurement to be deemed satisfactory, the CR should exceed the threshold of 0.70 but remain below 0.95 (Ramayah et al., 2018). This suggests that all constructs are reliable and demonstrate satisfactory internal consistency. Additionally, the loading items show satisfactory indicator reliability, with values ranging from 0.518 to 0.898, after removing some constructs that did not meet the acceptable average variance extracted (AVE) criteria. It is important to note that indicators with loadings lower than 0.708 can still be retained if the minimum AVE of 0.5 is achieved (Ramayah et al., 2018). To achieve convergent validity, all constructs must have at least an AVE of 0.50. An AVE larger than 0.50 indicates that the constructs explain more than 50 % of the variance in the respective items. The highest observed AVE was Need for Power, 0.623, and Need for Achievement, 0.549, followed by Social Entrepreneurship, 0.518, and Need for Affiliation, 0.511. The latter results indicate that the measurement model demonstrates convergent validity. A Heterotrait-Monotrait Ratio (HTMT) method was further performed for discriminant validity. For a construct to have discriminant validity, the HTMT for the construct should be less than the cut-off (HTMT. 85) or 0.90 (HTMT. 90). The results presented in Table 4 reveal that discriminant validity is confirmed, since the ratios fall below the recommended cutoffs (Kline, 2011). Finally, the findings also provide evidence of discriminant validity between constructs insofar as all indicators have high loadings on their proposed construct.

Table 4: HTMT Analysis

Factors	1	2	3	4
Achievement				
Affiliation	0.879			
Power	0.467	0.308		
Social Entrepreneurship	0.353	0.601	0.274	

This finding enables the research to proceed to the structural model step of hypothesis testing. Assessment of the Structural Model was performed in several stages. It is important to monitor for collinearity issues between the constructs prior to conducting latent variable analysis on the structural model. Collinearity is checked through the VIF. According to the results, it may be inferred that the exogenous constructs in this study are free from collinearity, since all the values of VIF are smaller than or equal to 3.3 (Diamantopoulos & Siguaw, 2006). The T-value for all the paths was calculated by the bootstrapping option in the software SmartPLS 4.0 as described in Table 5. In investigating the relative importance of the exogenous constructs to predict social entrepreneurship (SE), the need for affiliation (Aff = 0.336) becomes the most important predictor, followed by need for power (Pow = 0.144) and need for achievement (Ach = -0.064).

Hair et al. (2021) stated that estimated path coefficients near +1 indicate strong positive relationships, while values closer to 0 suggest weaker relationships. To evaluate these relationships, significance is considered at the 0.01 level when the t-value is greater than or equal to 2.33. In this study, the variable "Need for Affiliation" ($\beta=0.336$, $t=2.669$, $p<0.01$) meets this criterion. This indicates a significant relationship between Affiliation and Social Entrepreneurship (SE), suggesting that affiliation is the strongest motivating factor compared to the other variables studied. In contrast, "Need for Achievement" ($\beta=-0.064$, $t=0.518$, $p<0.01$) and "Need for Power" ($\beta=0.144$, $t=1.419$, $p<0.01$) do not meet the criteria, as their t-values fall below 2.33. Therefore, it can be concluded that one out of the three hypothesized relationships in this study is supported. The coefficient of determination (R^2) for the construct of social entrepreneurship is 0.317, indicating that 31.7% of the variance in social entrepreneurship activities among people with disabilities is explained by the three motivational factors: need for achievement, power, and affiliation. This suggests a moderate level of explanatory power, highlighting the importance of intrinsic motivation in shaping social entrepreneurial engagement. A summary of the structural model results is provided in Table 5.

Table 5: Results of the Significance in Structural Model Relationships

Relationship	Original Sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	Decision	P values	R ²	VIF
Ach -> SE	-0.064	-0.055	0.124	0.518	Not Supported	0.302	0.317	1.890
Aff -> SE	0.336	0.344	0.125	2.699	Supported	0.003		1.520
Pow -> SE	0.144	0.165	0.102	1.419	Not Supported	0.078		1.332

Discussion

Need for Achievement

The study found no significant relationship between the need for achievement and the involvement of people with disabilities (PWD) in social entrepreneurship (SE). These findings contradict existing research based on McClelland's Theory of Need, which consistently shows that entrepreneurs exhibit a high need for achievement (Jumbri et al., 2019; Lai et al., 2022; Yusoff et al., 2020). The findings indicate that PWD may not aspire to achieve in their SE. This does not suggest negligence or casual engagement; rather, it indicates that their motivation may come from other factors of achievement. The result emphasizes that it is pertinent to look into different points of view while investigating this issue. Furthermore, the achievement of PWD motivation can be assessed through participation in activities where success is determined by personal skill and effort. PWDs' daily responsibilities at the institution mostly consisted of standard tasks that matched their abilities. This is also confirmed by Lai et al. (2019), arguing that low need for achievement individuals may prefer less difficult tasks and prefer little feedback about their progress and achievement.

Need for Affiliation

The findings of this research evidence a strong correlation between the need for affiliation and social entrepreneurship. The findings are consistent with those of studies on the motivations of women social entrepreneurs involved in social entrepreneurship in Lundu, Sarawak (Lai et al., 2022). The need for affiliation was the strongest among different motivational measures. The present study supports that by taking part in SE, PWD can communicate and interact with others in the working process, namely visitors, teachers, coworkers, suppliers, and other entrepreneurs. There had to be a reason why they themselves would think twice about going out instead of staying home in a way that drastically limited their chances of meeting new people and leaving them isolated from the community. Moreover, SE is also seen to provide faster and higher integration in the labour market which leads to a higher social inclusion and then, quality of life (Csillag et al., 2019). Consistent with the existing literature, this research found that supportive relationships with instructors or between teachers and students are particularly beneficial for PWD with a high need for affiliation. Such relationships encourage these individuals to develop a greater interest in their tasks and engage more deeply in SE activities. This study supports earlier findings that the social support networks available to entrepreneurs continuously motivate them to strive for greater achievements (Omoredede, 2014).

Need for Power

The current research indicates that the need for power is not significantly related to engagement in social entrepreneurship activities. While individuals with disabilities (PWD) can be motivated by the need for power, their understanding of this concept may differ. Ultimately, motivation for power among PWD varies based on factors such as age, education, occupation, and income, as Nuwagaba and Rule (2015) supported. Moreover, the power held by individuals or different types of disabilities is not uniform across all situations; it depends on how a particular PWD or category of PWD manages it, which can serve as either a motivator or a demotivator. PWD can take on leadership roles by instructing and guiding others in their work, allowing them to express their need for power. This is feasible because PWD often possesses extensive experience in specific skills, which helps them assess their leadership capabilities. As such, those with experience may step into leadership roles to guide and support new students in their institution, who might initially be more passive. However, the current study's findings do not align with previous research. These results are consistent with

those of Lai et al. (2022), who found that women social entrepreneurs in Lundu, Sarawak, have likely engaged with their community for an extended period. Their need for power motivates them to become social entrepreneurs, particularly when facing challenges.

5. Managerial Implications and Recommendations

This study's finding extends the understanding of the motivational factors that persist in people with disabilities in social entrepreneurship activities. Even if the goal of PWD participating in SE is to enhance their financial position and decrease dependence on government assistance, their motivation factors in other areas must also be investigated. This research added value to the contribution of McClelland's Theory of Needs by exploring the entrepreneurial motivations among people with disabilities (PWD) in SE. The study combines theory with the need for achievement, affiliation, and power to offer new insights into the internal motives that PWD may bring to their social enterprise program participation. Of the three hypotheses that were examined, only one was supported empirically, suggesting that not all motivational constructs should be expected to have an impact on this context.

SE might be an attractive employment option for PWD that offers them the opportunity to be independent and create opportunities to promote economic growth at a low rate of educational attainment. However, developing successful ways to offer advice and support to PWD can be challenging, given the wide variety of disability characteristics, such as type, severity, stability, duration, and age of onset of disability. Therefore, there is a need for the government and related agencies to restructure some of the existing programs and tailor them according to their needs. As per the current situation, it is suggested that policymakers also consider promoting social entrepreneurship among the public and organizations. "To ensure its effectiveness, public policies should be linked to inclusive education, entrepreneurship training, family awareness, empowerment, career guidance, and social recognition" (Capitán & Pilar, 2019).

The findings emphasize the importance of affiliation in driving PWD to participate in social entrepreneurship. A supportive environment, as well as the instructor, family members, and the disabled community, should be the main focus to promote SE in this field. The findings contribute insight into the motivational sources of PWD; however, the study also has some limitations. One major limitation is the limited sample size which might have caused a bias in the measurements of social entrepreneurship. In addition, not all PWDs may have been capable of filling in the questionnaire, since disabilities vary in severity, and language may be difficult to understand for some. Moreover, there could be a bias related to how people were approached, besides how clearly the researcher explained or presented the questionnaire.

Conclusion

In conclusion, the potential for further research in social entrepreneurship (SE) is vast, particularly in its capacity to uplift marginalized communities, especially those with disabilities. Unfortunately, the current situation highlights a significant lack of empirical data regarding the actual lived experiences and daily realities of people with disabilities (PWDs) in Malaysia. This gap is an important problem that needs attention. Longitudinal data are also essential to address this problem most effectively. This data could provide researchers with a picture of the dynamic and developing nature of motivation that changes over time (Braga et al., 2014). Therefore, future research needs to expand upon this model by incorporating more psychological and interpersonal components, for example, social comparison, focused attention, emotional support, and positive stimulation that are emphasized in Hill's (1987) Interpersonal Orientation Scale (IOS). When adding these variables to the future study, investigators enrich the specificity and context of their findings. In addition, comparing across different disability types may provide deeper insights. Different impairments can distinctly influence individual capabilities, motivations, and support needs within social entrepreneurship. Exploring these variations will provide a more nuanced understanding of supporting and empowering PWDs effectively, ultimately enhancing the impact of social entrepreneurship initiatives in these communities.

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