

CULTURAL VALUES, SOCIAL CAPITAL, AND ENTREPRENEURIAL COMPETENCE AMONG WOMEN ENTREPRENEURS IN BANDA ACEH

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Abstract:

Background: Women dominate micro and small food-and-beverage enterprises in Banda Aceh (approximately 65% of the sector's workforce), yet prior research on Acehnese women entrepreneurs has mainly examined business performance or entrepreneurial intention, leaving the cultural and social antecedents of entrepreneurial competence under-explored.

Purpose: This study examines the influence of cultural values and social capital on the entrepreneurial competence of women entrepreneurs in the food and beverage industry in Banda Aceh, Indonesia.

Design/methodology/approach: A cross-sectional survey was administered to 200 women entrepreneurs who had owned and actively managed a food or beverage business for at least one year, selected through a two-stage purposive procedure (purposive selection of the two sub-districts with the highest concentration of women-run food and beverage businesses, followed by purposive selection of eligible respondents within them). Data were collected between December 2024 and June 2025 using a structured questionnaire on a 7-point Likert scale and analyzed using partial least squares structural equation modeling (PLS-SEM). Cultural values (leadership, gender equality) and social capital (structural, relational, and cognitive) were specified as second-order formative constructs reflected by first-order reflective dimensions, following Nahapiet and Ghoshal (2009) and House et al. (2004).

Findings/Results: Cultural values were positively and significantly associated with entrepreneurial competence ($\beta = 0.465$; $t = 9.879$; $p < 0.001$), and social capital was positively and significantly associated with entrepreneurial competence ($\beta = 0.498$; $t = 10.780$; $p < 0.001$). Together, they explained 85.8% of the variance in entrepreneurial competence ($R^2 = 0.858$; adjusted $R^2 = 0.856$; $Q^2_{\text{predict}} = 0.855$). Social capital showed a somewhat larger association, with its relational (trust-based) dimension the strongest contributor.

Conclusion: Cultural values and social capital are positively associated with the entrepreneurial competence of women entrepreneurs in Banda Aceh's food and beverage industry. Because the design is cross-sectional, these results describe an association, not a causal effect; longitudinal or experimental designs are needed to establish causality.

Originality/value (state of the art): By treating entrepreneurial competence — rather than performance or intention—as the outcome variable and modeling cultural values and social capital as formative second-order constructs within Aceh's syariah-adat institutional setting, this study provides empirical evidence on how cultural and social resources jointly shape women's entrepreneurial capability in a context where religious, customary, and gender norms are closely intertwined.

Keywords: cultural values, social capital, entrepreneurial competence, women entrepreneurs, and food and beverage industry

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INTRODUCTION

Entrepreneurship is a key driver of economic growth, employment creation, and household welfare (Adenutsi, 2023). In Indonesia, micro, small, and medium enterprises (MSMEs) form the backbone of this process (Yose, 2023). Statistics Indonesia (BPS, 2024) recorded approximately 4.4 million micro and small business units absorbing approximately 10.5 million workers, with MSMEs contributing an estimated 60–61% of GDP (Sinha et al. 2024).

Within this sector, women's participation is markedly higher in Aceh than in Indonesia as a whole. While labor absorption in micro and small industries nationally is close to gender-balanced, women account for approximately 65% of the workforce in Aceh's micro and small industries, nearly double the share of men (BPS Aceh, 2024). This pattern is most visible in the food and beverage sector, whose contribution to Aceh's processing industry rose from 42.6% in 2019 to 56.0% in 2023 (BPS Aceh, 2024), and in Banda Aceh specifically, where the number of registered food and beverage units grew from 731 to 751 between 2020 and 2024 (Dinas Koperasi dan UMKM Kota Banda Aceh, 2024).

This growth in business numbers, however, does not by itself indicate a matching gain in entrepreneurial capability. In a comparable population of Indonesian women-owned micro and small enterprises, Setiawati and Nabiilah (2020) found that only about 30% of businesses achieved growth, while roughly 70% stagnated, indicating that expansion in the count of enterprises can occur without a parallel strengthening of the competencies needed to grow them. This gap motivates the present focus on entrepreneurial competence, rather than participation counts alone, as the variable to be explained.

Two resources are theorized to underlie this competence. The first is cultural values. Acehnese society is organized around the customary-religious principle "Hukom Ngon Adat Lagee Zat Ngon Sifeut" (Islamic law and customary law form one inseparable unity), and the philosophy "Qanun Bak Putroe Phang" historically assigns women a recognized role in communal deliberation and decision-making (Hardiansyah, 2006). Cultural values of this kind are operationalized here through leadership and gender-egalitarian norms, which shape how individuals think, decide, and act (Hofstede, 2001) and can enable or constrain entrepreneurial behavior depending on

whether they legitimize women's economic agency (Hayton, 2002; Bullough, 2021; Sangu, 2025).

The second resource is social capital, which involves networks, trust, and shared norms embedded in relationships that facilitate access to information and resources (Nahapiet & Ghoshal, 2009). For women entrepreneurs, social capital built through family, customers, suppliers, and business communities is a channel for market information, referrals, and mutual support that a purely individual skill set cannot substitute for (Hsiao et al. 2016; Widiyanto et al. 2022).

Existing evidence on cultural values largely treats entrepreneurial competence as a downstream outcome of gender-egalitarian and leadership-supporting norms. For example, Rubio-Bañón and Esteban-Lloret (2016) linked gender-supportive culture to women's entrepreneurial participation, and Sajilan and Tehseen (2019) identified family support, religion, and social values as antecedents of entrepreneurial capability. A parallel literature on social capital shows that networks, trust, and shared norms enhance entrepreneurial capability through information exchange and collaboration (Hsiao et al. 2016; Widiyanto et al. 2022; Yani et al. 2020).

However, these two literatures have rarely been tested together, and almost never with entrepreneurial competence as distinct from business performance, innovation, or entrepreneurial intention as the dependent variable. Studies that do address competence typically draw on samples outside Indonesia or outside contexts where religious and customary law are as tightly integrated as in Aceh. This leaves open whether, and how strongly, the two resources jointly matter for competence formation in a setting where customary philosophy already assigns women a recognized (if bounded) role in economic and communal decision-making.

This study addresses this gap by jointly testing the influence of cultural values and social capital on entrepreneurial competence among women entrepreneurs in Banda Aceh's food and beverage industry. In doing so, it contributes in three ways: (1) empirically, by positioning entrepreneurial competence rather than performance or intention as the primary outcome; (2) contextually, by testing the relationship within a syariah-adat institutional setting, whose gender norms differ from the Western or purely secular contexts of most cited studies; and (3) methodologically, by specifying cultural

values and social capital as second-order formative constructs, which requires each first-order dimension to make a distinguishable, non-redundant contribution rather than being interchangeable indicators of a single reflective trait.

This study used a quantitative, cross-sectional survey design. Primary data were collected using structured questionnaires distributed to women entrepreneurs operating micro and small food and beverage businesses. Cultural values, social capital, and entrepreneurial competence were analyzed using partial least squares structural equation modeling (PLS-SEM), an approach suitable for models with multiple latent constructs, second-order formative specifications, and a sample size below that typically required by covariance-based SEM (Hair et al. 2019). PLS-SEM's estimates are reported here as one method of evaluating the hypothesized relationships, not as evidence that is inherently more robust than that produced by other methods.

This study aims to (1) analyze the effect of cultural values on entrepreneurial competence among women entrepreneurs in Banda Aceh's food and beverage industry and (2) analyze the effect of social capital on entrepreneurial competence in the same population. Beyond confirming two positive associations already anticipated by prior theory, the study's expected contribution is to establish whether in a setting where customary and religious law jointly regulate gender roles, social capital's role in competence formation is comparatively stronger than that of cultural values, which would suggest that, at least in this context, access-based resources may matter more for competence-building than value-based legitimacy alone.

METHODS

This study was conducted in Banda Aceh City, Aceh Province from December 2024 to June 2025. The sampling frame was obtained from the Cooperative and MSME Office (Dinas Koperasi dan UMKM) of Banda Aceh, which listed 947 women-managed processing industry units. After removing duplicate entries and units outside the food and beverage sector, the eligible population comprised 550 women entrepreneurs operating food and beverage businesses in the city.

Respondents were selected through a two-stage purposive sampling procedure; both stages used purposive rather than random selection. Therefore, the term "two-stage purposive sampling" (rather than "multi-stage sampling," which can imply probability sampling at each stage) is used throughout this study. In the first stage, the Syiah Kuala and Ulee Kareng sub-districts were purposively selected from Banda Aceh's nine sub-districts because official records showed that they had the highest concentration of women-run food and beverage businesses. In the second stage, respondents within these two sub-districts were purposively selected based on three eligibility criteria: (1) the respondent personally owns and manages a food or beverage business; (2) the business is currently active; and (3) the respondent is domiciled in Syiah Kuala or Ulee Kareng.

The sample size followed Bentler and Chou's (1987) rule of thumb of 5–10 observations per indicator. With 24 first-order indicators (before the elimination described in the Results section), the recommended minimum was 120–240 respondents. A target of 200 was set to increase estimation precision and allow for incomplete or disqualified responses, yielding 110 respondents from Syiah Kuala and 90 from Ulee Kareng.

All constructs were measured on a 7-point Likert scale (1 = strongly disagree to 7 = strongly agree), chosen over shorter scales for its finer discrimination of respondent attitudes (Munshi, 2014). Cultural values were operationalized through two dimensions: leadership and gender equality, following the GLOBE framework (House et al. 2004). Social capital was operationalized through structural, relational, and cognitive dimensions following Nahapiet and Ghoshal (2009). Entrepreneurial competence was operationalized through opportunity identification, opportunity realization, and networking, following Lans et al. (2014). Each first-order dimension was measured reflectively by three indicators.

The questionnaire was pretested in two stages. First, it was administered to staff of the Banda Aceh Cooperative and MSME Office and 30 women entrepreneurs in the food and beverage sector to check the clarity of wording and contextual relevance. Second, the revised instrument was reviewed with the research supervisors for substantive and terminological accuracy. The instrument was finalized after incorporating feedback from both stages.

Cultural values, social capital, and entrepreneurial competence were specified as second-order constructs formed by their respective first-order dimensions, following a reflective-formative (Type II) specification (Jarvis et al. 2003; Hair et al. 2019). The first-order dimensions were modeled reflectively because their indicators are interchangeable manifestations of a common underlying trait (e.g., the three leadership items are alternative expressions of the same leadership disposition). The second-order constructs were modeled formatively because their dimensions are not interchangeable: leadership and gender equality, for instance, capture conceptually distinct facets of cultural values that need not co-vary, and dropping either dimension would change the meaning of the construct rather than merely reducing its reliability—the defining criterion for a formative, rather than reflective, second-order specification (Jarvis et al. 2003).

Data were analyzed using PLS-SEM in SmartPLS. The outer (measurement) model was evaluated at the first-order level using indicator loadings, Cronbach's alpha, composite reliability (CR), and average variance extracted (AVE), and discriminant validity was assessed using the Fornell–Larcker criterion. At the second-order level, formative indicators (dimensions) were evaluated for multicollinearity using the variance inflation factor (VIF) and for relative contribution using outer weights obtained via bootstrapping with 5,000 resamples. The inner (structural) model was evaluated using R^2 , predictive relevance (Q^2 via blindfolding), and path coefficients with bootstrapped t-statistics and p-values, following the criteria recommended by Hair et al. (2019).

The hypotheses are grounded in two complementary theoretical traditions rather than a summary of prior findings alone (Figure 1). Weber's theory of social action holds that individual behavior is oriented by internalized social values and institutional expectations (Mamuzo, 2012). Applied to Aceh, this implies that when the surrounding culture legitimizes women's leadership and economic agency, women are more likely to develop the confidence, initiative, and decision-making capabilities that constitute entrepreneurial competence. Hofstede's (2001) conception of culture as “the collective programming of the mind” and the GLOBE leadership and gender-egalitarianism dimensions (House et al. 2004) provide the operational basis for measuring cultural values in this study.

Empirically, cultural values have been linked to entrepreneurial capability primarily through two mechanisms: they legitimize women's participation in leadership and decision-making (Rubio-Bañón & Esteban-Lloret, 2016; Brownson, 2024), and they transmit, through family and community, the confidence and risk-tolerance that competence formation requires (Sajilan & Tehseen, 2019). In Aceh, the customary recognition of women's deliberative role under “Qanun Bak Putroe Phang” provides an institutional channel through which these mechanisms can operate more strongly than in settings without an equivalent customary sanction. Accordingly:

H1: Cultural values positively affect the entrepreneurial competence of women entrepreneurs in the food and beverage industry in Banda Aceh.

Social capital theory (Nahapiet & Ghoshal, 2009) explains competence formation through a different mechanism: access. Structural ties (networks), relational trust, and cognitive alignment (shared understanding) each reduce the cost of acquiring market information, mentoring, and collaborative opportunities that individuals cannot generate on their own. Because women's mobility and formal-institutional access can be more constrained by domestic responsibilities than men's (Angeles et al. 2022; Nasir et al. 2019), informal networks — family, customer, and community ties — plausibly substitute for formal channels and become a comparatively stronger lever for competence development among women entrepreneurs specifically. Hsiao et al. (2016) and Widiyanto et al. (2022) provide supporting empirical evidence for this network-to-competence pathway. Accordingly:

H2: Social capital positively affects the entrepreneurial competence of women entrepreneurs in the food and beverage industry in Banda Aceh.

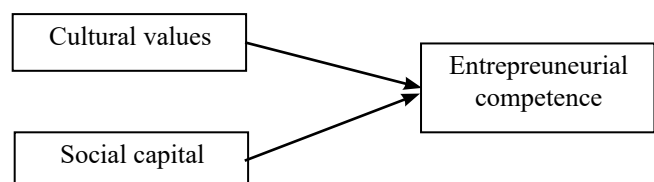


Figure 1. Conceptual framework of the study

RESULTS

Respondent and Business Characteristics

Most respondents (95%) were of the productive age (15–60 years). Educational attainment was concentrated at the senior-high level (61.5%) and bachelor's degree (27.5%), and 79% of respondents were married. Most operated food- rather than beverage-focused businesses (80%) and relied on personal capital (90%); marketing was concentrated within Banda Aceh and the wider province (84% combined). Monthly income was below IDR 13.5 million for 59.5% of respondents, and monthly profit was below IDR 5.4 million for 62.5%, indicating that the sample is dominated by micro-scale enterprises with room for growth. Full characteristics are reported in Table 1.

Measurement Model (Outer Model)

The initial model comprised three second-order constructs (Cultural Values, Social Capital, and Entrepreneurial Competence), eight first-order dimensions, and 24 indicators. One indicator in the

Cognitive Social Capital dimension (MSK1) was dropped for a loading below 0.70, leaving 23 indicators in the final model. All retained first-order dimensions met the recommended thresholds: outer loadings above 0.70, AVE above 0.50, and composite reliability above 0.70 (Table 2), indicating adequate convergent validity and reliability.

Table 2 also reports each first-order dimension's outer weight on its second-order construct (all significant, $p < 0.001$). Leadership ($w = 0.549$) and Gender Equality ($w = 0.529$) contributed almost equally to Cultural Values, with Leadership marginally the larger contributor. Relational social capital ($w = 0.390$) was the largest contributor to Social Capital, followed closely by Structural ($w = 0.369$) and Cognitive ($w = 0.355$). Opportunity Realization ($w = 0.382$), Networking ($w = 0.378$), and Opportunity Identification ($w = 0.368$) contributed almost equally to Entrepreneurial Competence. Variance inflation factors for all dimensions were below 5 (range 2.08–2.69), indicating no multicollinearity problem among the formative indicators of each second-order construct.

Table 1. Characteristics of women entrepreneurs in the food and beverage industry in Banda Aceh

Characteristic	Category	Frequency	Percentage (%)
Age	Productive (15–60 years)	190	95.0
	Non-productive (<15, >60 years)	10	5.0
Education	Senior High School	123	61.5
	Bachelor's degree (S1)	55	27.5
	Other (each <5%)	22	11.0
Marital status	Married	158	79.0
	Single	30	15.0
	Divorced	12	6.0
Business type	Food	160	80.0
	Beverage	40	20.0
Capital source	Own capital	180	90.0
	Family support	12	6.0
	Bank loan	4	2.0
	Government assistance	4	2.0
Marketing area	Banda Aceh City	70	35.0
	Aceh Province	98	49.0
	Outside province	30	15.0
	Overseas	2	1.0
Monthly income	≤ IDR 13.5 million	119	59.5
	> IDR 13.5 million	81	40.5
Monthly profit	≤ IDR 5.4 million	125	62.5
	> IDR 5.4 million	75	37.5

Structural Model (Inner Model) and Hypothesis Testing

The structural model showed strong explanatory and predictive power: cultural values and social capital jointly explained 85.8% of the variance in entrepreneurial competence ($R^2 = 0.858$; adjusted $R^2 = 0.856$), and the model's out-of-sample predictive power was high ($Q^2 \text{ predict} = 0.855$, obtained via PLSpredict). Bootstrapping with 5,000 resamples (Table 3) showed that both hypothesized paths were positive and significant at $p < 0.001$: cultural values and entrepreneurial competence ($\beta = 0.465$; $t = 9.879$), supporting H1, and social capital and entrepreneurial competence ($\beta = 0.498$; $t = 10.780$), supporting H2. The coefficient for social capital remains larger than that for cultural values, though the gap between them is narrower than an earlier, exploratory run of this model had suggested; holding cultural values constant, network- and trust-based resources are still associated with a somewhat larger increase in entrepreneurial competence than value-based legitimacy alone. Structural model of cultural values, social capital, and entrepreneurial competence in Figure 2.

The Influence of Cultural Values on Entrepreneurial Competence

Cultural values showed a positive and significant association with entrepreneurial competence among women entrepreneurs in Banda Aceh's food and beverage industry ($\beta = 0.465$; $t = 9.879$; $p < 0.001$). The research findings indicate that cultural values reflected in leadership and gender equality are associated with women's ability to participate in business decision-making, manage their businesses, identify opportunities, and develop entrepreneurial capabilities. This finding is consistent with the Social Action Theory, which explains that individual actions are influenced by the values prevailing in society. In Banda Aceh, cultural support for women's leadership and participation in economic activities can encourage women to develop their entrepreneurial capabilities. Hofstede (2001) and Hayton (2002) similarly explain that cultural values shape individual behavior and create an environment that supports entrepreneurial activity. This finding is also consistent with those of Dhakal et al. (2024), Felgueira et al. (2024), and Rietveld and Patel (2022), who found that supportive cultural environments, recognition of women's roles, and gender equality contribute to women's entrepreneurial development. Thus, the research findings confirm that cultural values supporting women's leadership and gender equality are associated with the development of entrepreneurial competence among female entrepreneurs in Banda Aceh.

Table 2. Convergent validity, reliability, and second-order outer weights of first-order dimensions

Variable/dimension	Indicators	Item loading range	CR	AVE	2 nd -order weight (w)	Note
Cultural Values						
Leadership (KP)	KP1–KP3	0.785–0.809	0.840	0.636	0.549	Reliable
Gender Equality (KG)	KG1–KG3	0.774–0.803	0.833	0.624	0.529	Reliable
Social Capital						
Structural (MSS)	MSS1–MSS3	0.810–0.842	0.865	0.680	0.369	Reliable
Cognitive (MSK)	MSK2–MSK3	0.839–0.842	0.828	0.707	0.355	Reliable
Relational (MSR)	MSR1–MSR3	0.736–0.809	0.821	0.605	0.390	Reliable
Entrepreneurial Competence						
Opportunity Identification (IOP)	IOP1–IOP3	0.797–0.816	0.850	0.654	0.368	Reliable
Opportunity Realization (POP)	POP1–POP3	0.819–0.825	0.862	0.675	0.382	Reliable
Networking (NET)	NET1–NET3	0.771–0.828	0.846	0.648	0.378	Reliable

Note: Indicator loadings exceeded 0.70. Second-order weights show dimension contributions and need not exceed 0.70. All outer weights were significant, with VIFs of 2.08–2.69. MSK1 was removed because its loading was < 0.70 .

Table 3. Hypothesis-testing results

Path	β	t-statistic	p-value
H1: Cultural Values → Entrepreneurial Competence	0.465	9.879	0.000
H2: Social Capital → Entrepreneurial Competence	0.498	10.780	0.000

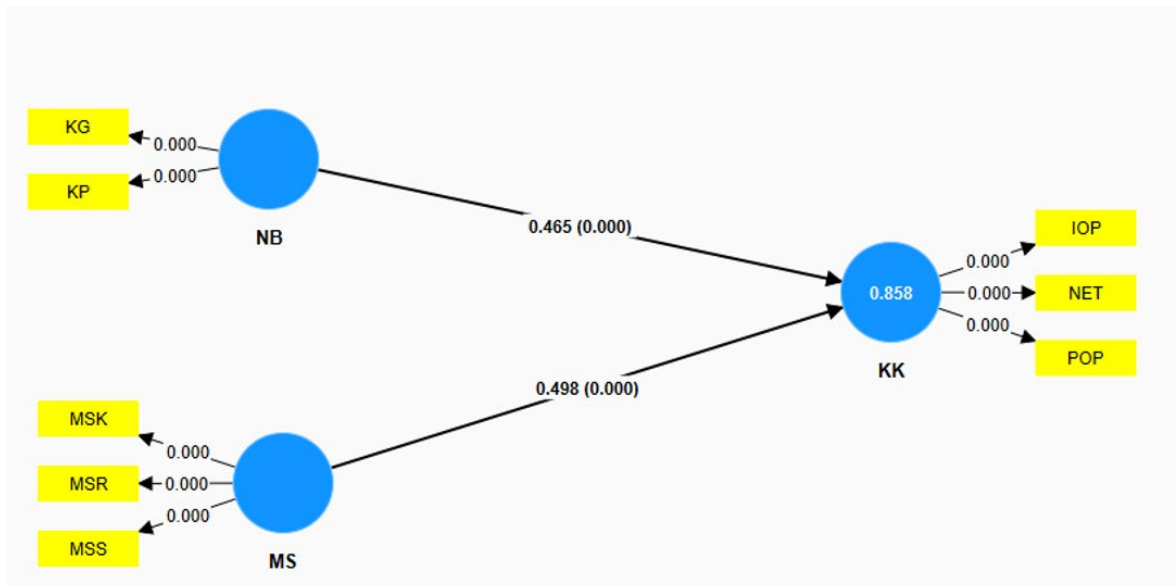


Figure 2. Structural model of cultural values, social capital, and entrepreneurial competence

The Influence of Social Capital on Entrepreneurial Competence

Social capital showed a positive and significant association with entrepreneurial competence among women entrepreneurs in Banda Aceh's food and beverage industry ($\beta = 0.498$; $t = 10.780$; $p < 0.001$). This finding indicates that stronger social capital is associated with higher entrepreneurial competence. The research findings show that social relationships provide women entrepreneurs with access to information, knowledge, experience, and business support that can help them develop their ability to identify opportunities, build business networks, and manage their businesses. This finding is consistent with Social Capital Theory (Nahapiet & Ghoshal, 1998), which views social capital as resources embedded in social relationships. In the context of Banda Aceh, women entrepreneurs can exchange information and experiences and build cooperation through MSME communities, business groups, cooperatives, and business networks. These interactions provide opportunities for learning and collaboration that support the development of entrepreneurial competence. This finding is also consistent with Theodoraki (2019), Sakib et al. (2022), Scott et al. (2022), Agbim (2020), RezaeiZadeh et al. (2017), and Sousa and Alves (2019), who highlight the role of social networks, trust, shared values, and collective learning in developing entrepreneurial capabilities. Thus, social capital represents an important resource associated with the development of entrepreneurial competence among women entrepreneurs in Banda Aceh.

Theoretical Implications

This study extends the cultural-values-and-entrepreneurship literature in three ways. First, it demonstrates that the culture-competence relationship documented mainly in Western or secular settings (Rubio-Bañón & Esteban-Lloret, 2016; Brownson, 2024) also holds within a syariah-adat institutional context, but with a different relative weighting: social capital outweighs cultural values as a predictor of competence, which qualifies the assumption in some of the cited literature that cultural legitimacy is the primary lever wherever gender norms are traditionally framed. Second, by specifying cultural values and social capital as second-order formative constructs, the study shows that their first-order dimensions are not interchangeable — leadership and gender equality, and structural, relational, and cognitive capital, each contribute distinguishable variance — which argues against treating either construct as a single reflective composite in future models. Third, the study's boundary-condition reading (that cultural legitimacy's marginal contribution may shrink once it is already institutionally embedded, while access remains the binding constraint) offers a testable proposition for future comparative research across regions with differing degrees of institutionalized gender-supportive culture.

Managerial Implications

Because social capital showed a somewhat stronger association and because its relational dimension carried the most weight, MSME support institutions and local governments are likely to obtain a larger return from strengthening trust-based relationships among women entrepreneurs, customers, and suppliers (e.g., peer mentoring circles, cooperative-based trading relationships, long-term buyer linkages) than from network-expansion programs focused on breadth alone. This does not imply that cultural interventions are unnecessary: leadership-recognition programs and public endorsement of women's business leadership remain relevant, given Leadership's and Gender Equality's near-equal, complementary contributions to Cultural Values. In practice, the two levers are complementary rather than substitutable: trust-building programs are likely to be more effective when combined with visible recognition of women's leadership, since cultural legitimacy appears to lower the threshold at which women engage the relationships that access-based programs cultivate.

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

Cultural values ($\beta = 0.465$) and social capital ($\beta = 0.498$) are both positively and significantly associated with the entrepreneurial competence of women entrepreneurs in Banda Aceh's food and beverage industry, jointly explaining 85.8% of its variance ($R^2 = 0.858$; adjusted $R^2 = 0.856$) with a strong out-of-sample predictive power ($Q^2 = 0.855$). These results confirm, in an Acehese syariah-adat setting, the positive cultural values–competence association reported by Rubio-Bañón and Esteban-Lloret (2016) and Dhakal et al. (2024), and the positive social capital–competence association reported by Hsiao et al. (2016) and Widiyanto et al. (2022). This study extends the literature by showing that, in this context, the association of social capital is somewhat larger than that of cultural values, a pattern that differs from studies conducted in settings without Aceh's customary recognition of women's economic role, where cultural legitimacy is more often reported as dominant. Furthermore, within social capital, trust-based relational ties carry marginally more weight than network breadth. Because the design was cross-sectional and the associations tested were correlational,

these findings should be read as evidence of association rather than proof of a causal mechanism.

Recommendations

For practice, local government and MSME support institutions should prioritize strengthening women entrepreneurs' business networks — cooperatives, business associations, and mentoring programs — while continuing to support public recognition of women's business leadership, as the two resources appear complementary rather than substitutable. For research, future studies should: (1) use longitudinal or quasi-experimental designs to test whether the associations found here reflect causal effects; (2) extend the sample beyond the food and beverage sector and beyond Banda Aceh to test the boundary condition proposed in the Discussion; and (3) incorporate additional variables such as entrepreneurial competence's downstream effects on product innovation and business performance, digital marketing capability, and access to formal financing, to build a fuller model of women's entrepreneurial development in Aceh.

This study has five limitations. First, the cross-sectional design does not permit causal inference; the positive associations reported here should not be interpreted as evidence that increasing cultural support or social capital will, on its own, produce a corresponding increase in competence. Second, the sample was geographically concentrated in two sub-districts of Banda Aceh, which limits generalizability to other regions of Aceh or Indonesia with different cultural or institutional configurations. Third, the sample was limited to the food and beverage sector; therefore, the relative weighting of cultural values and social capital found here may not hold in other sectors. Fourth, both sampling stages were purposive rather than probability-based, which may introduce selection bias despite the explicit eligibility criteria applied. Fifth, all data were self-reported by a single respondent per business at a single point in time, raising the possibility of common-method variance and social-desirability bias, particularly for culturally sensitive items on gender norms.

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