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**Influence of Entrepreneurial Skills Training and Work Motivation Toward
Entrepreneurship Intention**

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Abstract

Entrepreneurship training is an important step and needs to be done in order to form/print young entrepreneurs. One of the non-governmental organizations engaged in community development, especially to improve the quality of human resources, is LPP Ariyanti Bandung which organizes PKW training programs in the pastry & bakery sector. The population in this research is all participants who have attended PKW entrepreneurship training, the number of samples in this study is 51 people. Data collection techniques in this research are direct communication techniques, indirect communication techniques and documentary studies. The data collection tool used in this research is interview or quisioner or questionnaire and documentary study. The analysis of the research result using Multiple Linear Regression Analysis. The result of this study illustrates that there is significant influence of entrepreneurship training and motivation towards entrepreneurial interest of 92%. It means that the better entrepreneurship training and work motivation organized by LPP Ariyanti, then the entrepreneurship intention will increase, and vice versa.

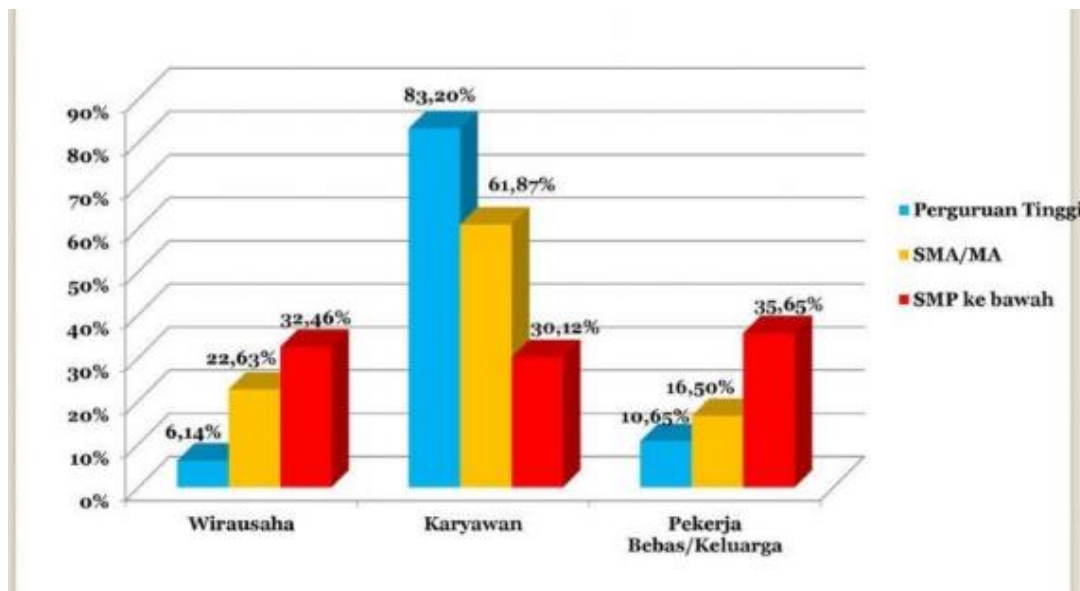
Keywords: Entrepreneurial Skills Training, Work Motivation, Entrepreneurship Intention.

INTRODUCTION

Indonesia needs at least 4 million new entrepreneurs to help strengthen the economic structure. Because, currently the ratio of entrepreneurs in Indonesia is still around 3.1 percent of the total population. Although the ratio of entrepreneurs in Indonesia has exceeded international standards, which is 2 percent, Indonesia needs to be boosted again to catch up with the achievements of developed countries. For example, Singapore is currently at 7 percent, while Malaysia is at 5 percent. If calculated with the population of Indonesia, which is 260 million people, the number of national entrepreneurs should reach 8.06 million people.

The Central Statistics Agency (BPS) has released the results of the 2020 population survey. It is known that the total population of Indonesia as of September 2020 was 270.20 million people or an increase of 32.56 million from the 2010 survey. As revealed through the survey results, Indonesia's population is dominated by age productive (15-64 years) with a total of 191.08 million people (70.72%). This number far exceeds the number of young people (0-14 years) of 63.03 million people (23.33%), and the elderly population (65 years and over) of 16.07 million people (5.95%). This figure shows that Indonesia is currently experiencing a demographic bonus because the population of productive age reaches 70%.

The number of productive age in Indonesia is indeed very large, but ironically, the number of young entrepreneurs in Indonesia is still far behind other countries. When compared with other countries, the condition and number of young entrepreneurs in Indonesia is far from adequate. Not only that, the low number of young entrepreneurs or entrepreneurs in Indonesia can be seen from the level of interest and desire of them based on the existing education level. It can be seen that the interest of undergraduates in their desire to become entrepreneurs is still low. What is surprising, however, is that those with only junior high school education are the largest in number compared to other levels of education (as shown in graph 1.1 below). Many factors have caused this to happen, one of which is the interest and ability of Indonesia's young generation to exist as young entrepreneurs.

Graph 1.1. Entrepreneurship Intention Based on Education Level

Therefore, it is very important to foster interest in entrepreneurship among young people in Indonesia. Entrepreneurial skills can be obtained from various trainings, seminars, or by interacting directly with entrepreneurs. By doing these things we can gain knowledge and entrepreneurial lessons and can be directly applied to the business world.

Improving the mentality of the younger generation in entrepreneurship is one way to build a strong entrepreneurial spirit. Because, even though someone understands entrepreneurial strategy but he doesn't dare to enter the business world, then the entrepreneurial process will not materialize. Many are afraid of the intense competition with foreign companies with large capital, thus shrinking the mentality of young Indonesian entrepreneurs. Actually, competition does not occur to bring down each other between entrepreneurs, but competition occurs to further motivate these entrepreneurs to innovate more in their production, distribution, and marketing.

One of the non-governmental organizations engaged in community development, especially to improve the quality of human resources, is the Ariyanti Education and Training Institute (Lembaga Pendidikan dan Pelatihan / LPP Ariyanti). LPP Ariyanti has been trusted to organize an entrepreneurship program, namely the PKW (Enterprise Skills Training) program in the pastry & bakery sector for people under 25 years old, especially high school and vocational high school graduates who are not absorbed by the business world and industry which is now less productive in the pandemic situation. The

participants were not focused on being absorbed in the industry or looking for jobs, but they were trained to create jobs through entrepreneurship programs. Every year the directorate of courses and training provides entrepreneurship education programs for school-age and non-school-aged children aged 15-25 years.

According to information from the Director of Courses and Training of the Directorate General of Higher Education, Ministry of Education and Culture, Research and Technology, Dr. Wartanto, MM, "Alhamdulillah, LPP Ariyanti is great and complete, her education is good, competent and we believe, and this is our trust given to Ariyanti to educate the surrounding communities, such as Bandung, Subang, Sumedang, Garut. This follows the same thing as following a good institution so that the number of entrepreneurs increases over time and that is a benchmark that our country is a country that is able to be independent, supported by small, medium, and large entrepreneurs who are independent to create jobs - not looking for jobs". (<https://www.tatarjabar.com/2021/06/ariyanti-selenggarakan-kegiatan.html>, accessed in June 2021).

Based on the description that has been stated above, the researcher is interested in conducting research on "The Influence of Entrepreneurship Training and Work Motivation on Interest in Entrepreneurship" which takes place at the Ariyanti Education and Training Institute (LPP) in Bandung through the entrepreneurship training that it organizes, namely the PKW (Entrepreneurial Skills Training program) in *pastry & bakery* sector.

Work motivation must exist in someone who wants to be a successful entrepreneur, because with high motivation, they can form the mentality that exists in them to always be superior and do everything beyond existing standards. Work motivation is also an important factor in generating interest in entrepreneurship. Motivation can come from yourself or from other people. Munandar (2014:325) argues that a person's work motivation can be more proactive or reactive. In proactive work motivation, people will try to improve their abilities according to the demands of their work and will try, find, and create opportunities where they can use their abilities to be able to perform high. On the other hand, a reactive person's work motivation tends to wait for efforts or offers from their environment. He will only want to work if he is pushed or forced (from outside himself) to work. According to Oemar Hamalik (2008: 170), "motivation to enter the

world of work is a process that determines the level of activity, intensity, consistency, and general direction of human behavior related to interests, attitudes and so on". Everyone has different motivations to fulfill what they want to achieve.

In a previous study conducted by Ebru Dorgan (2015) the study succeeded in proving that the positive influence of entrepreneurship education given to Turkish University students on interest in entrepreneurship as a career choice. In line with previous research conducted by Dwi Pitriasari (2016) entitled the influence of motivational entrepreneurial training and family environment on entrepreneurial interest in management study program students, Faculty of Economics, Universitas Nusantara PGRI Kediri. The research succeeded in proving that there is an effect of entrepreneurship training and motivation on interest in entrepreneurship, meaning that the better and more conducive the training and motivation is, the more students have a high and optimal interest in entrepreneurship.

Interest in entrepreneurship certainly will not appear by itself suddenly from within the individual. Interest can arise in a person through the process. With entrepreneurship training, motivation, attention and interaction with the environment, these interests can develop. According to Suryana (2006: 18) "interest in entrepreneurship is the tendency of the heart in a person to be interested in creating a business which then organizes, regulates, takes risks and develops the business he creates". Growing interest in entrepreneurship can explore the potential that exists in a person. According to Syaiful Bahri Djamarah (2015: 66) "interest is a persistent tendency to pay attention and remember some activities. Someone who is interested in an activity will pay attention to that activity consistently with pleasure. A person's interest is not brought from birth, but interest can grow and develop due to the influence of the environment around him.

Slameto (2010: 180) states that "interest is a sense of preference and a sense of interest in a thing or activity, without anyone telling". Interest has a very big influence in achieving achievement in study, work, position or career. People who do not have interest, he will not be serious and even not enthusiastic in carrying out a job.

Training is a process that includes a series of actions (efforts) that are carried out intentionally in the form of providing assistance to workers carried out by professionals to training in units of time aimed at increasing the work ability of participants in certain fields of work in order to increase effectiveness and productivity in an organization. . Training

according to Soekidjo Notoatmodjo (2009: 19) "is an activity to increase the ability of employees or employees in an institution, so that training is a process that will result in a change in behavior for employees or employees".

Mangkuprawira (2004:135) "Training is a process of teaching knowledge and skills and attitudes so that employees are more skilled and able to carry out their responsibilities better, according to standards.

Entrepreneurship according to Zimmerer (2008:59) is the result of a disciplined and systematic process in applying creativity and innovation to the needs and opportunities in the market. This includes implementing strategies focused on new ideas and perspectives to create products or services that satisfy customer needs or solve their problems. Valerio (2014: 21) defines entrepreneurship training as programs that tend to focus on building knowledge and skills explicitly in preparation for starting a business, where in this training program, guiding participants to engage in practice". According to Irham Fahmi (2016:12) suggests that motivation is a behavioral activity that works in an effort to meet the desired needs.

Munandar (2014:325) argues that a person's work motivation can be more proactive or reactive. In proactive work motivation, people will try to improve their abilities according to the demands of their work and will try, find, and create opportunities where they can use their abilities to be able to perform high. On the other hand, a reactive person's work motivation tends to wait for efforts or offers from their environment. He will only want to work if he is pushed or forced (from outside himself) to work. According to Mathis (2006:115), "motivation is an impulse that is governed by goals and rarely appears in a vacuum. Understanding motivation is very important because performance, reactions to compensation, and other HR issues are influenced and affect motivation.

METHODS

In order for the results of the research to be as expected, it is necessary to use an appropriate and appropriate method for the problems to be studied. In the opinion of Nana Syaodih Sukmadinata (2017: 52) said that: "The research method is a series of methods or activities of carrying out research based on basic assumptions, philosophical views and ideologies of questions and issues faced". In accordance with the problems to be studied, the method used is the Fact Exposure Research method. Exposed facto research is research that is carried out to examine an event that has occurred and then observe

backwards about the factors that can lead to the emergence of the study. This study uses a quantitative approach with the aim of describing a problem or situation based on the influence between the independent variable and the dependent variable using statistical calculations and descriptive statistics..

RESULTS AND DISCUSSION

Data on entrepreneurship training, work motivation and interest in entrepreneurship were obtained from the distribution of questionnaires, which the researchers developed into 6 indicators and then from these indicators developed into 16 statements, with measurements using a Likert scale with a maximum score of 5 and a minimum score of 1. The data from the questionnaire that has been distributed to 51 PKW training participants who became the sample of this study are as follows:

Tabel 1.1. Entrepreneurship Training Descriptive Statistics

N	Pelatihan kewirausahaan	
	Valid	51
	Missing	0
Mean		53,25
Std. Error of Mean		1,301
Median		53,00
Mode		50
Std. Deviation		9,288
Variance		86,274
Range		33
Minimum		32
Maximum		65
Sum		2716

Tabel 1.2. Descriptive Statistics of Work Motivation

N	Motivasi Kerja	
	Valid	51
	Missing	0
Mean		51,65
Std. Error of Mean		1,361
Median		52,00
Mode		56 ^a
Std. Deviation		9,718
Variance		94,433
Range		33
Minimum		32
Maximum		65
Sum		2634

Tabel 1.3. Descriptive Statistics of Entrepreneurial Intention

N	Minat Berwirausaha	
	Valid	51
	Missing	0
Mean		54,80
Std. Error of Mean		0,705
Median		53,00
Mode		52
Std. Deviation		5,032
Variance		25,321
Range		19
Minimum		46
Maximum		65
Sum		2795

(Source: data processed from questionnaires through the SPSS application)

The Effect of Entrepreneurship Training (X1) on Interest in Entrepreneurship (Y)

The results of statistical calculations show that t-value is greater than t-table. Thus the test results show that H_a . The direct influence of the entrepreneurial training variable on the interest in entrepreneurship is: $X1 \rightarrow Y = \Delta YX1 = (0.889 \times 0.889) = 0.790 = 79.03\%$. The results of these calculations show that the contribution of the influence of entrepreneurship training on interest in entrepreneurship is 79.03%, while the rest ($100\% - 79.03\% = 20.97\%$) is influenced by other factors not examined.

This is in accordance with the opinion of Valerio (2014: 22) which states that "entrepreneurship training program (entrepreneurs training program) as a program that

tends to focus on building knowledge and skills explicitly in preparation for starting a business, which in this training program, guides participants to engage in practice. The results of this study are in line with the research conducted by Susatyo (2008) entitled "the influence of entrepreneurship training on the growth of interest in entrepreneurship". In this study, the t-value is 2,910, which means that there is a very significant difference in entrepreneurial interest between before and after training.

This research is also in line with research conducted by Teguh Hertawan (2017) entitled "The Effect of Rabbit Farmer's Independent Entrepreneurship Training on Entrepreneurial Interest in Rabbit Farmer Groups in Sempurnayung Local Transmigration, West Java". This research shows that based on hypothesis testing, it is known that training needs, training objectives, training curriculum, trainers (trainers), training participants, training implementation and training evaluation have a significant influence on entrepreneurial interest, which is 78.3%.

In accordance with Vera Firdaus' research (2018), entitled "The effect of entrepreneurship training and education on entrepreneurial motivation for persons with disabilities in the district, this study implies the importance of integrating entrepreneurship training in entrepreneurship education so that they are motivated to open and develop entrepreneurship. This study also proves that 70% of people with disabilities choose the type of entrepreneur based on their interests and expertise.

A number of studies have clearly shown that there is a significant effect that entrepreneurship training is able to generate interest in entrepreneurship, so that from the results of this study the PKW training participants who have attended entrepreneurship training, hone their skills to prepare for the business to be run so that they can generate interest in entrepreneurship.

The Effect of Work Motivation (X2) on Interest in Entrepreneurship (Y)

The magnitude of the direct influence of work motivation variables on entrepreneurial interest, namely: $X2 \rightarrow Y = \Delta YX2 = (0.889 \times 0.889) = 0.790 = 79.03\%$. The results of these calculations show that the contribution of work motivation to interest in entrepreneurship is 79.03%, while the rest $(100\% - 79.03\%) = 20.97\%$ is influenced by other factors not examined in this study.

According to the opinion expressed by Munandar (2014: 325) that a person's work motivation can be more proactive or reactive. In proactive work motivation, people will

try to improve their abilities according to the demands of their work and will try, find, and create opportunities where they can use their abilities to be able to perform high. On the other hand, a reactive person's work motivation tends to wait for efforts or offers from their environment. He will only want to work if he is pushed or forced (from outside himself) to work.

The results of this study are in line with research conducted by Galih Noviantoro (2017) entitled "the influence of entrepreneurial knowledge, entrepreneurial motivation, and family environment on interest in entrepreneurship in accounting students based on the entrepreneurial motivation variable, obtained t count of 23,681 which is greater than t table of 1,65573 while the significance value of 0.0000 is smaller than 0.05. This shows that entrepreneurial motivation has a positive effect on interest in entrepreneurship. This means that the greater the entrepreneurial motivation, the higher the student's interest in entrepreneurship. This research is also in line with research

Herwin Saputri et al (2012) entitled "The influence of entrepreneurial motivation on interest in entrepreneurship through learning achievement in entrepreneurship subjects for class XI students of SMK Negeri 1 Kraksaan". In this study, the value of the coefficient of entrepreneurial motivation (X) is 0.273, it can be interpreted that every increase in one unit of entrepreneurial motivation (X) will increase 0.273 interest in entrepreneurship (Y) assuming other variables remain.

In accordance with Aditya Dion Mahesa's (2012) research entitled "Analysis of Motivational Factors Affecting Interest in Entrepreneurship" shows that the variables of risk tolerance, self-efficacy in entrepreneurship and the desire to be free to work have a positive influence on student interest in entrepreneurship. Along with research by Mmakgabo Justice Malebana (2014) A number of studies have clearly shown that there is a greater effect of having work motivation on interest in entrepreneurship. Likewise, from the results of this study, PKW training participants have work motivation because they have acquired skills during their time as training participants. From the skills that have been obtained, there is a positive effect between work motivation and interest in entrepreneurship that arises from within them.

This shows that entrepreneurial motivation has a positive effect on interest in entrepreneurship. This means that the greater the entrepreneurial motivation, the higher

the entrepreneurial interest of the PKW training participants. The research is also in line with research.

The Influence of Entrepreneurship Training (X1) and Work Motivation (X2) on Interest in Entrepreneurship (Y)

Together (simultaneously) the variables of entrepreneurship training and work motivation have a positive and significant effect on interest in entrepreneurship by 92%. In line with the opinion of Suryana (2006: 18) which states that "interest in entrepreneurship is the tendency of the heart in a person to be interested in creating a business which then organizes, regulates, takes risks and develops the business he creates". Growing interest in entrepreneurship can explore the potential that exists in a person. This shows that entrepreneurial motivation has a positive effect on interest in entrepreneurship.

The results of this study are in line with research conducted by Dwi Pitriasari (2016) entitled "The Effect of Entrepreneurship Training, Motivation and Family Environment on Entrepreneurial Interest in Management Study Program Students, Faculty of Economics, Kediri". In this study, the significance value of 0.041 is smaller than 0.05, meaning that entrepreneurship training partially has a significant effect on interest in entrepreneurship, meaning that the better and more conducive the training is, the more students have a high and optimal interest in entrepreneurship.

This research is also in line with the research conducted by Koranti (2013) entitled "Analysis of the Effect of External and Internal Factors on Interest in Entrepreneurship". This study found a positive significant effect of internal factors (personality and motivation) on interest in entrepreneurship. As research by Agus Kurniawan et al (2016) entitled "The Influence of Family Environment, Motivation and Personality on Entrepreneurial Interest Through Self Efficacy" states that there is an influence of entrepreneurial motivation through self-efficacy, the higher the influence on entrepreneurial interest.

This is in line with the research of João J. Matos Ferreira, Vanessa Ratten, Cristina I. Fernandes (2017) entitled "Entrepreneurial Intention Among Engineering Students: The Role Entrepreneurship Education" which shows positive results that entrepreneurship education can foster an interest in entrepreneurship that is able to create a business. themselves and are able to create jobs. A number of studies have clearly shown that there is a positive influence between entrepreneurship training and work motivation on interest

in entrepreneurship, thus encouraging this research to be carried out and in the results this research has also had a positive impact between entrepreneurship training and work motivation on interest in entrepreneurship.

CONCLUSIONS

Based on the results of the study (1) There is a significant influence between entrepreneurship training on interest in entrepreneurship by 79.03% with a positive relationship direction. This means that with the entrepreneurship training, the entrepreneurship interest of the PKW training participants will increase. (2) There is a significant influence between work motivation on interest in entrepreneurship of 79.03% with a positive relationship direction. This means that there is an increase in work motivation towards the entrepreneurial interest of the PKW training participants. (3) There is a significant effect between entrepreneurship training and work motivation on interest in entrepreneurship by 92%. This shows that the better the entrepreneurship training and work motivation organized by LPP Ariyanti, the interest in entrepreneurship will increase, and vice versa.

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