

# Entrepreneurship Training In Increasing Knowledge and Competence in Entrepreneurship

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**Abstract:-** This research is a continuation of the entrepreneurship training activities carried out for job training participants in the city of Palembang. The purpose of this study is to analyze how the impact before and after the training. by using the analysis tool, it was found that after the training in the form of material presentation or seminar the knowledge level of the participants increased. Therefore, in the future, training activities or entrepreneurship seminars like this should be carried out regularly because entrepreneurship development is seen as a strategic step in an effort to overcome the nation's economic problems.

**Keywords;-** *Entrepreneurship; Small Medium Enterprise and Entrepreneurship Training.*

## I. INTRODUCTION

The four main pillars contained in Indonesia's Vision 2045 include human development and mastery of science and technology, sustainable economic development, equitable development and strengthening national resilience and governance. By taking advantage of the demographic bonus, it is not impossible that this vision will be achieved in 2045. If you look at the current condition of Indonesia, one of the most difficult visions to achieve is human development and sustainable economic development. One of the difficulties in achieving these two visions is because the number of Open Unemployment Rates (TPT) according to Education, namely at the University level reaches 5.73% and the highest is at the SMK level at 8.49% while the lowest figure is at the basic education level and below, namely 2.64% [1]. This shows that people who have taken higher education, have a bachelor's degree and have special skills still have difficulty finding work.

The condition of the Open Unemployment Rate (TPT) in South Sumatra Province also shows the same thing, namely out of 4.33 million people in the labor force, 167,000 of them are in a state of unemployment. The highest TPT of 8.13% was contributed by residents with Vocational High School Education (SMK) and the lowest was 1.32% contributed by residents with elementary education and below [2].

Previous research has proven that the higher level of human development will encourage the economy through increasing the capability of the population so that in the end it will also increase the productivity and creativity of the

community, besides the influence of human development on economic growth will be easier to achieve if there is a habit to support education. good [3]. Thus, the community and the government are expected to work together to support the acceleration of education in Indonesia. The government is expected to be a facilitator in providing forums aimed at improving the quality of human resources, while the community, especially educators, are expected to be able to work together and become one of the sources or mentors in improving the quality of human resources.

Improving the quality of human resources is currently facing new challenges, the development of science and technology has changed the world and the way humans work. Technological developments have penetrated almost all sectors of life ranging from education, social to economic [4]. The challenges faced by society, especially the workforce today, are the result of increasingly fierce competition. Therefore, improving the quality of human resources is also required to be able to adapt to existing technological developments so that when they enter the world of work, they create job opportunities and are able to compete.

One of the strategies that can be done in improving the quality of human resources is through continuous training. The training established by the government in each region is also the duty of the government to improve welfare, empower the community and reduce unemployment. As previously discussed, in Indonesia, including South Sumatra, the level of educated unemployment is very high, therefore the Manpower Office of the City of Palembang organizes vocational competency-based training activities. The vocational training held included welding, electrical installation technicians, motorcycle technicians, basic clothing sewing operators. By holding this vocational-based training, it is expected to be able to answer the needs of skilled workers in Indonesia and in accordance with the needs of the industry.

Independent economic development through entrepreneurial activities driven by small businesses should be one of the solutions in dealing with limited investment opportunities by foreign parties in Indonesia. Entrepreneurial activity is also an important variable involved in the economic development of a country.

Entrepreneurship education has often been carried out by the government, but the existing activities have not been able to provide a satisfactory impact or outcome. One study found the ineffectiveness of this activity because the program organizers had not involved additional entrepreneurial competencies in the program implementation curriculum, while the activities they had carried out so far were more focused on providing practical skills competencies without providing an understanding of how to "sell" the skills they had acquired. they have [5].

This study was conducted with the aim of increasing participants' understanding of entrepreneurship. Entrepreneurship development is seen as a strategic step in an effort to overcome the nation's economic problems. Economic growth is driven by the existence of economic activities carried out by entrepreneurs [6]. Thus, participants who have received vocational-based training should also be equipped with entrepreneurial knowledge so that if they do not work in a company or industry, at least they can open their own business with the competencies they already have. This study is one of the follow-up activities carried out after the researchers conducted entrepreneurship training.

The activity carried out is to provide training to participants on entrepreneurship in general and specifically. The training materials cover four areas of entrepreneurship, namely firstly Building Creative and Innovative Ideas in Building a Business", secondly "Education of Business Capital with Crowd Funding Approach." Third, "Financial Literacy Education and Its Implementation for MSME Actors." and finally "Education on the Preparation of a Business Plan Proposal." To measure the success of the training that has been given, the researchers distributed questionnaires filled out by participants before and after the training. The results of testing using SPSS found that there were differences in the level of understanding of participants before and after the training, this could mean that the training activities carried out were running effectively.

## II. LITERATURE REVIEW

### A. Entrepreneurship

Entrepreneurship is a process of a person in pursuing opportunities that exist to fulfill his needs and desires. These opportunities are realized in the form of innovation by utilizing various existing resources. Entrepreneurship is a dynamic process, namely creating something using time and activities accompanied by capital, services and of course risk [5]. Entrepreneurship that develops in a country will sustain and support the economic development of a country. With the existence of entrepreneurship, people in a country are expected to be able to become independent people and do not depend on income/salary alone.

There are so many entrepreneurial goals that every entrepreneur can guide. The growth of an entrepreneurial spirit is also able to provide benefits to the community. These benefits can be in the form of financial and non-financial benefits. The financial benefits of entrepreneurship can be in the form of economic independence obtained in running a

business [7]. While the non-financial benefits are in the form of mental growth that is tough and never gives up in dealing with life's problems [8]

The purpose of entrepreneurship is certainly different, depending on the individual behind it. In general, entrepreneurial goals are not only good for entrepreneurs themselves. Entrepreneurial goals are often broader, i.e., entrepreneurial goals can also be good for other parties who are far from the business. The first goal of entrepreneurship is to increase the number of quality entrepreneurs. The purpose of this entrepreneurial entrepreneurship is based on the idea that a businessman certainly needs other human resources to help him build a company. With the right guidance, these human resources can not only be empowered by their abilities, but also can be trained and developed so that they can become qualified entrepreneurs. The purpose of this entrepreneurship does not rule out the possibility that one day, "the subordinates" will be able to be independent and open their own business. After this entrepreneurial goal is realized, the entrepreneur has succeeded in increasing the number of quality entrepreneurs [7].

### B. Criteria for Micro, Small and Medium Enterprises

Medium The criteria related to business scale are stated in Article 6 of the MSME Law no. 20 of 2008, divided into three (3) criteria, namely:

#### 1. Micro Business Criteria

Have a net worth of at most Rp. 50,000,000 excluding land and buildings for business premises and have annual sales of at most Rp. 300,000,000;

#### 2. Small Business Criteria

Have a net worth of profits from Rp 50,000,000 to Rp 500,000,000 excluding land and buildings and have annual sales results of more than Rp 300,000,000 300,000,000 to Rp 2,500,000,000;

#### 3. Medium Enterprise Criteria

Have a net worth of more than IDR 500,000,000 up to a maximum of IDR 10,000,000,000 excluding land and buildings and have annual sales of more than IDR 2,500,000,000 to IDR 50,000,000,000[9].

## III. RESEARCH METHODS

### A. Sample and Data

The data used in this research is primary data and collected by using survey method. Respondents who fill out the questionnaire must meet several criteria and pass the screening including the respondents must attend all training sessions. The total respondents who participated were 45 respondents and had passed the selection process from outliers.

### B. Implementation Method

Before conducting a different test, researchers conducted counseling or training related to entrepreneurship. The seminar/training activities carried out have several stages. The implementation of entrepreneurship training is

carried out at the Manpower Office of Palembang City on Jl. Ade Irma Nasution No.125, Sungai Pangeran, Kec. Ilir Team. I, Palembang City. This training was conducted for participants of vocational competency-based training activities in 2020 with a total of 90 participants. This training is carried out in several stages including: Preparation stage: This PKM activity involves two students, namely: 1) Estiana Asri Fadhlila (S1 Management Study Program), tasked with assisting location observation activities, assisting counseling, and assisting documentation of activities; 2) Tami Nabilah (S1 Management Study Program) is in charge of preparing all administration such as making letters, invitations, meeting minutes, and attendance lists. At this stage the service team has been given the duties and responsibilities, as well as the schedule for the implementation of the service.

1. Make a visit with the Head of the Manpower Office of Palembang City with the aim of conveying the service plan that will be carried out and the intended target is all participants of vocational competency-based training activities in 2020. Next, the service team analyzes the needs of partners, collects what materials will be delivered during implementation devotion.
2. Prior to the entrepreneurship training, 1 hour before, questionnaires were distributed.
3. The implementation of entrepreneurship training is carried out to all participants of vocational competency-based training activities in 2020 at locations that have been prepared by partners, namely in the office hall of the Palembang City Manpower Office Jl. Ade Irma Nasution No.125, Sungai Pangeran, Kec. Ilir Team. I. Furthermore, the distribution of questionnaires/questionnaires after the entrepreneurship training is carried out.
4. Conduct several analyzes of the results of the activities that have been carried out, then draw conclusions for improvements to further service activities.
5. Making daily notes, progress reports, final reports, use of funds and seminar results files.

### C. Analysis Method

Pre-test and post-test data were analyzed by scoring each student's answer. Furthermore, a different test was carried out on the initial test score and final test score using the help of the SPSS version 26 analysis tool, before the difference test was carried out, the researcher tested normality first.

#### 1. Normality Test

The data normality test aims to test whether the data is normally distributed or not [10] In this study, the Shapiro-Wilk test method is used because this method is the most commonly used and produces a p-value which will be compared with the value of. The data is said to meet the assumption of normality or normally distributed if the Shapiro-Wilk value  $\text{sig} > 0.05$  otherwise it is not normally distributed.

Data normality analysis using the Shapiro-Wilk test was carried out by looking at the significance probability value or asymp. Sig (2-tailed). Previously, it was necessary to determine the test hypothesis, namely:

(H0): data is normally distributed.

(HA): data are not normally distributed.

If the probability value of significance is less than the value of  $\alpha = 0.05$  then the data is not normally distributed. If the significance probability value is more than  $= 0.05$ , then the data is normally distributed.

#### 2. Paired Sample T-Test

The Paired Sample T-Test is a test method for the average difference for two paired samples (paired sample t-test). This different test model is used to analyze the pre-post research model or before and after. Paired Sample T-Test is used if the data is normally distributed. The basis for making decisions to accept or reject H0 in the Paired Sample T-Test is as follows: (Sig)  $< 0.05$  then H0 is rejected and Ha is accepted.

(Sig)  $> 0.05$  then H0 is accepted and Ha is rejected.

Paired Sample T-Test procedure signed rank test (Siregar, 2013):

- Determining the hypothesis. The hypotheses determined in the Paired Sample T-Test t test are as follows:  
H0 = there is no significant difference between test results before and after entrepreneurship training.  
H1 = there is a significant difference between the results test before and after entrepreneurship training.
- Determine the level of significant at 5% or 0.05.
- Define test criteria.
- 1. H0 is rejected if the probability value  $< 0.05$  means that there is a significant difference between the test results before and after entrepreneurship training.
- 2. H0 is accepted if the probability value  $> 0.05$  means that there is no significant difference between the results before and after entrepreneurship training.
- Drawing conclusions based on hypothesis testing.

## IV. RESULT

### A. Respondent Background

Not all participants who take part in the activity re-collect the questionnaire that has been given. There were only 45 respondents who participated in this study. This study was followed by 27 men and 18 women. The age of the respondents varied, the majority aged 15-20 years with a number of 32 people (71%) and 13 people (29%) aged 25-30 years. Furthermore, the majority of respondents have a high school background 26 people (57.5%) and the rest 19 people (42,5%) have an undergraduate education background.

### B. Normality Test

The results of this field test can be seen from the description below. The data normality test aims to test whether the data has a normal distribution or not. In this study, the Shapiro-Wilk test was used. The results of the normality test with the Shapiro-Wilk test can be shown in the following table.

TABLE I. Shapiro-Wilk Normality Test Results

	Shapiro-Wilk		
	Statistic	df	Sig.
PRE-TEST	0,941	25	0,159
POST-TEST	0,956	25	0,349

Based on the table above, a significance value of 0.159 is obtained in the initial test data and 0.349 in the final test data. Because the significance value is greater than = 5% or (0.159 and 0.349 > 0.05), then  $H_0$  is rejected; which means the data is normally distributed. Thus, this normality test shows that the assumption of normality is met.

C. Paired Sample T-Test

This Paired Sample T-Test was used to determine whether there was a difference between the results before and after entrepreneurship training. The results of the calculation of the Paired Sample T-Test using SPSS version 22 are presented in the following table.

Table II. Result of Paired Samples Test

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Pair 1 PRE TEST- POST TEST	-44,66800	9,38020	1,87604	-48,53996	-40,79604	-23,810	24	0,000

Based on the calculation results shown in the table above, the p-value of the Paired Sample T-Test is 0.000. Because the p-value is smaller than the significant level =5% or (0.000 < 0.05) then  $H_0$  is rejected. This means that there is a difference between the results before and after entrepreneurship training. Based on the results of the different tests above, it can be said that the training activities carried out for the participants of the Palembang City Training Center in increasing the knowledge and understanding of the participants were effectively carried out.

V. DISCUSSION

Prior to conducting entrepreneurship training activities, the initial stage is the preparatory stage. The activities carried out are coordinating with the Palembang City Manpower Office regarding the proposed activities. This coordination is carried out with the hope that the team can participate in vocational competency-based training activities carried out by the Palembang City Manpower Office in 2020. Furthermore, this coordination is also expected to be able to contribute to the local government in providing entrepreneurship education and training to the community. In addition, the team also coordinated with local officials regarding the preparation of materials, schedule of activities and technical implementation so that material delivery was easier to convey.

The next stage is the implementation stage. The implementation of this activity was carried out on March 3, 2020. Prior to the training, participants were asked to answer the questions in the questionnaire related to the material to be given next. The implementation phase is divided into four sessions. The first session of training with the theme “Building creative and innovative ideas in business”, the second theme on “Education of Business Capital with Crowd Funding Approach”, the third “Education of Financial Literacy and Its Implementation for MSME Actors” and the last session “Education on the Preparation of Business Plan Proposals”. After the presentation of the training material, the next activity was a discussion session. The training participants looked enthusiastic; this could be seen from the number of participants who asked questions for each material. This activity is expected to increase the knowledge and understanding of training participants related to entrepreneurship. This hope completes the purpose of implementing job training activities in Palembang City. With this entrepreneurship training, participants not only get training related to vocational competencies such as welding, electrical installation technicians, motorcycle techniques, basic clothing sewing operators but also gain an understanding of how these vocational competencies can later be turned into businesses.

After all the material has been given and all of the participants' questions have been answered, the next step is to ask participants to answer the second questionnaire. The questionnaire in this second stage has the same number and questions as the previous questionnaire. This aims to see whether the knowledge of participants has increased after this training. The results of the questionnaire were then tabulated and tested using analytical tools. Before doing the testing, the researcher tested the normality of the data first.

The results of the normality test showed that the data were normally distributed. Thus, this normality test shows that the assumption of normality is met. The next test is to do a different test. The different test results show that the p-value of the Paired Sample T-Test is 0.000. Because the p-value is smaller than the significant level =5% or (0.000 < 0.05) then  $H_0$  is rejected. This means that there is a difference between the results before and after the training conducted to the participants of the City Training Center. The results of this test confirm that after the entrepreneurship training, there is an increase in participants' understanding and knowledge of entrepreneurship.

VI. CONCLUSION

This activity can be concluded as effective in increasing participants' understanding and knowledge of entrepreneurship. This is evidenced by the acceptance of the hypothesis in the study, namely that there are differences in the knowledge of participants before and after entrepreneurship training. Therefore, in the future, training activities or entrepreneurship seminars like this should be carried out regularly because entrepreneurship development is seen as a strategic step in an effort to overcome the nation's economic problems. To become a successful entrepreneur, the

motivational factor is not the only influencing factor but also requires strengthening competitive factors such as knowledge combined with expertise or skills.

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