

THE INFLUENCE OF ENTREPRENEURSHIP SPIRIT ON LABOR COMPETENCE ON PERFORMANCE (CASE STUDY ON THE UMKM COMMUNITY ASSISTED BY WEST JAVA CHAMBER OF COMMERCE)

R Susanto Hendiarto¹, Silvi Indri Pratiwi²
Widyatama University, Faculty of Economics and Business
Bandung, Indonesia

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ABSTRACT

The current problem is that the performance of the West Java Kadin-assisted MSME community is still far from expectations, allegedly due to the competence of the workforce which was expected to be a stimulus to produce performance, now has not shown encouraging things, that is also suspected because the spirit of entrepreneurship has not been evenly distributed. The aim of this research is to know the influence of the entrepreneurial spirit workforce competence along with its implications for performance, cases studies to the West Java Kadin assisted MSME community in Bandung. There is also a method that is carried out, namely with a descriptive analysis survey, and the examples used are 48 of the respondents. The variables found came from the respondents, namely their entrepreneurial spirit, workforce competence, and performance. Variation of information collected in the form of primary information. This research yielded results showing that the spirit of entrepreneurship has no effect on workforce competence, the competence of the workforce affects its performance. The spirit of entrepreneurship has no effect on performance. The implication is that the spirit of entrepreneurship must be continuously inflamed throughout the UMKM community assisted by the West Java Kadin. The object of this research is an example of a response that is used in a limited way for the UMKM community under the Kadin Jabar Bandung, so that further research is needed on the basis of taking various samples and a long time to get better results.

E-mail:
r.susanto@widyatama.ac.id

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1. INTRODUCTION

When the Covid-19 pandemic occurred, it certainly have far-reaching consequences, especially on MSME's in Indonesia. Therefore, the occurrence of an experienced economic downturn directly for these MSME actors and became an enemy of national economy, with respect to MSMEs is in that form of that running of the local economic conditions as well absorption of large employment lately. With SMEs that support production, of course experiencing problems in terms of demand and supply, this clearly own implications for the decline in welfare for the community. The economic research center has conducted a study review of occurrence covid on Indonesia's performance SMEs, in doing this it has the aim of finding a diagnosis of the effects of the pandemic on the sustainability of SMEs and identifying ways to restore SMEs' performance. In recovering this, of course, there are challenges in dealing with it, namely with uncertainty and the trade off between health and the economy. The problem of solving the existing problem is how to save the affected MSMEs and prepare ways to restore the economy.

A survey study as a result of exposure to covid on the performance of MSMEs in West Java namely carried out during "May 1-20 2020, and involved 679 valid respondents with their main livelihood being business actors". By conducting this survey, it was found that micro business responders were "54.98%,

ultra micro 33.02%, small business actors 8.1% and medium business leaders 3.89%; with a business age of 0-5 years (55.2%), 6-10 years (24%) and more than 10 years (20.8%). Most of the entrepreneurs aged 0-5 years are in the position of the ultra-micro scale (58.36%) and the micro-scale (58.33%). Instead of that, there are variants of how to sell that are carried out by business leaders by going door to door as much as 41%, physical stores 34%, and with agents 32%, through market place 15% and selling online and offline as much as 54%.

Information from the survey shows that during this pandemic, as many as 95% of entrepreneurs experienced a decline in their sales. On the basis of business scale, the decline in sales of more than "75% was affected by 49% by ultra-micro businesses, 43.3% micro businesses, 40% small businesses, and 45.83% medium businesses". Based on the length of time of business, the decline in sales exceeded "75% which was experienced by 23.27% of businesses aged 0-5 years, 10.69% of businesses aged 6-10 years and 8.84% of businesses that had been running for more than 10 years old". Based on the method of selling, the decline in sales exceeded 75%, which occurred by 47.44% of businessmen selling in offline shops, 40% of online entrepreneurs, and 39% of entrepreneurs using both methods.

With the occurrence of Covid-19, the impact of entrepreneurs has decreased significantly due to increased production costs while sales have decreased. The costs affected by the increase are raw materials, transportation, labor, and other costs. The information collected from this survey collects perceptions from business actors regarding the vulnerability of MSMEs, which can result in business closings if this pandemic does not end. 47% of entrepreneurs can only survive until August 2020, 72% of businesses will end after November 2020, and 85.42% of entrepreneurs can last for a long time within 1 year since this pandemic appeared. And there is a tendency that MSMEs prefer to do it by looking for new land, cheaper supply of raw materials, reduced employment, and asking for payment due dates.

From the results of this survey, recommendations for disaster impact reduction measures are prioritized in the short and medium term. The steps taken in mitigating this short-term priority are in order to pursue MSMEs, namely creating demand-side inducements and encouraging online platforms to expand partnerships from these MSMEs. The local government was also asked for help to strengthen the local chain components, and improve the quality and competitiveness of MSME products through cooperation with research institutions that facilitate the import of raw materials, and provide cheap credit to MSMEs. Therefore, in order to reduce the impact of the disaster, it is carrying out medium-term steps which are expected to be able to make strategic goods so that they have the potential for new export markets, strengthening the synergy of banking and non-bank financial institutions in financing SMEs. Providing trading house and logistics facilities, increasing the accuracy of information related to MSMEs, and developing MSME clinics on a digital basis. The appropriate step for this economic recovery is the intervention of a strong and measurable government.

" (Source: Bureau of Cooperation, Law and Public Relations LIPI) "

The following is a map depicting the decline in the performance of MSMEs in Position, including the competency of the workforce, as well as business fields:

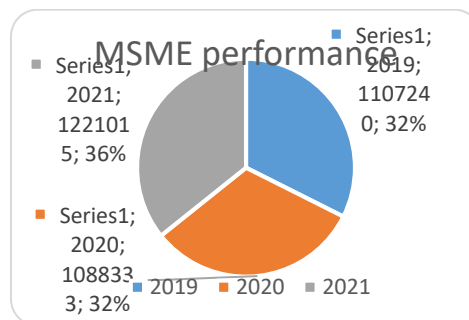


Figure 1. MSME performance

" <https://www.bps.go.id/indicator/13/1962/1/position-credit-usaha-mikro-Kecil-dan-menengah-umkm-sup-1-sup-pada-bank-umum-.html> ".



Figure 2. MSME performance

" <https://jabar.bps.go.id/indicator/6/73/1/-supas-2015-level-penggiran-terbuka-kabupaten-kota.html>".

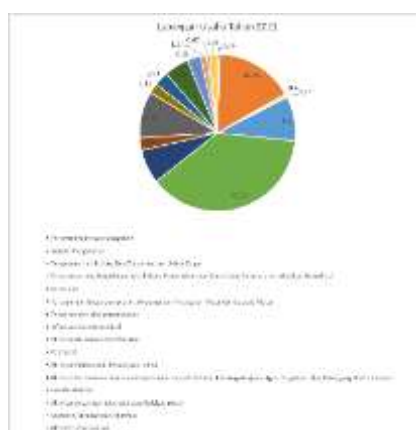


Figure 3. MSME field of business

" <https://jabar.bps.go.id/indicator/6/73/1/-supas-2015-level-penggiran-terbuka-kabupaten-kota.html>".

Identification of problems

On the basic illustration Based on the limitations of the problem, the identification of the problem is as described below

1. In a situation where the performance of MSMEs fostered by Kadin Jabar is 94% in a slump, especially about turnover and additions capital investment due to the COVID-19 pandemic, this has implications for many MSME actors who are unable to survive and eventually stop their business (go out of business).
2. The remaining MSMEs assisted by Kadin Jabar have tried to improve the competence of human resources so that they are able to have a strategy in the midst of a downturn by training their employees to be able to master production, operations, marketing, finance and especially digital technology, but of course with all financial limitations, so that the competencies that are built are of course just not effective.
3. The remaining MSMEs assisted by Kadin Jabar continue to try to get up with all the limitations that exist, but due to a lack of awareness in forming a community, information on coaching, training, mentoring by various parties cannot be received effectively, without the existing MSME community groups stumbling in searching for various information, it can be understood that the high-spirited culture is not yet very down-to-earth in the MSME mindset.

Scope of problem

The information used during the study was primary information and distributed list of statement to MSMEs fostered Kadin Jabar in Bandung to find out the response of respondents to entrepreneurial spirit, workforce competency and performance.

Formulation of the problem

Based on the identification of the problems that occur explained previously, the following formulation of the problem can be conveyed:

1. How do respondents respond to entrepreneurial spirit, workforce competence, and performance. West Java Chamber of Commerce Business Development in Bandung
2. How does the entrepreneurial spirit affect on the competence of the workforce
3. How does the influence of labor competence on performance
4. How does the entrepreneurial spirit affect on performance

2. METHOD

Object of research

Sampling was a total of 48 business communities assisted by West Java Kadin in Bandung using purposive sampling method.

Data analysis technique

Descriptive Analysis Test

Research with a quantitative approach through surveys, by distributing Lickert scale questionnaires as primary data, tabulated respondents' responses. The independent variable is Seller Competence, and the dependent variable is the Digital Garage Sale Online Community. Next is the Digital Garage Sale Online Community. as an exogenous variable and the dependent variable is capital investment decisions. **Sekaran and Bougie (2017:79)** argue, that "exogenous variables affect endogenous variables, positive or negative. where every time there is an independent variable, the dependent variable automatically appears, including any increase or decrease in the independent variable. Furthermore, **Sekaran and Bougie (2017: 77)** say that endogenous variables are under the influence of other variables, so it is worth considering the main variables for research.

Then the existing variables will be explained through operational research variables, namely the main variables, concepts, dimensions, indicators and measurement scales. Variable operational details are presented below:

Table 1. Operationalization of Variables

Variables	Conc	Dimensions	Indicators	Sc Ord (v)
Entrepreneurial Spirit (X)	Djali, 2007 Mulyasa (2003 Suryana and Bayu (2010)	limitation Entrepreneur	physiological and psychological conditions	v
			motivation to do certain activities	v
			behavior booster	v
			someone who has new business creativity	v
			Dare to take risks Dare to bear uncertainty	v
			aims to achieve profit and growth	v
			business based on opportunity identification	v
			able to use resources	v
			capitalize on this opportunity. have a power from within	v
			wishlike to try or experiment	v

Workforce Competency (Y)	McClelland Zainal, Veithzal Rivai, et al	limitations	basic characteristics of a person direct effect describe, the performance is very good. do more often for more results Motive Something consistent with the situation or information. Self-Concept One's attitudes, values, or self-image. Specific knowledge. . Physical task skills specific mental skills.	v v v v v v v v
Performance (Z)	Budiyanto & Mochklas, 2020 Joko Prihardono, et.al (2000:26),	limitation Scopes	management tool to improve quality Policy: implementing the policy. Planning and Budgeting: To assist the services provided monitoring changes to plans. Quality standardization of services organizational effectiveness. savings: reviewing the distribution of the effective use of resources. Distribution equity Eccuntabilty of control influences decision making	\ v v v v v v v v v v

Data: Source processed (2022)

Data Collection and Processing Techniques

Data collection through field research, and library research, by processing information through the Lickert scale with response levels of strongly agree (5), agree (4), undecided (3), disagree (2), strongly disagree (1)

Data Testing Methods

Validity test

Ordinal scale validity test utilizes the Spearman rank correlation

Reliability test

Reliability test in order to obtain consistent measurement results, if measurements are carried out repeatedly with the same symptoms, through the Spearman Brown split-half technique, where the reliability coefficient also utilizes the Spearman Brown formula.

Descriptive Analysis Test

The purpose of this sampling is to get responses from respondents about the variables of entrepreneurial spirit, workforce competence and performance, by distributing questionnaires to respondents from Kadin West Java Fostered Enterprises

Data analysis technique

The analysis used is in the form of: (1) descriptive analysis using qualitative variables and (2) quantitative analysis through path coefficients and determination coefficients to find out how far the independent variables affect the dependent variable. The verification method utilizes path analysis, where a combination of analysis techniques is hoped to obtain an integrated generalization between entrepreneurial spirit, workforce competence, and performance, which consists of 12 statement items for the entrepreneurial spirit variable, 10 for workforce competence, 13 for performance.

Hypothesis Test (t test)

This test is to obtain estimates of the effect of the independent variables on the dependent variable partially.

Determination Coefficient Test

Test the coefficient of determination in order to get how much influence the independent variable partially has on the dependent variable, in the value range 0 - 1 (0% -100%), if the value is close to one, then the influence of the independent variable is getting higher..

3. RELUST AND DISCUSSION

Object of research

On research, an questionnaire distribution was conducted on MSME'sKadin Jabar Assisted Businesses in Bandung, by takwhere to using a sample of 48 samples.

Validity test

Table 2. Validity test

V a r i a b e l	I n d i k a t o r	R h i t u n g	R t b e l	V a l i d (V)
X	P1	0.247849	0.2353	V
	P2	0.572651		V
	P3	0.296063		V
	P4	0.255185		V
	P5	0.355145		V
	P6	0.429764		V
	Q7	0.490338		V
	Q8	0.38514		V
	Q9	0.489246		V
	P10	0.357481		V
	P11	0.331258		V
	Q12	0.520813		V
Y	P1	0.286443	0.2353	V
	P2	0.363475		V
	P3	0.408149		V
	P4	0.494382		V
	P5	0.312128		V
	P6	0.412995		V
	Q7	0.470751		V
	Q8	0.345		V
	Q9	0.36934		V
	P10	0.518726		V
Z	P1	0.263936	0.2353	V
	P2	0.465402		V
	P3	0.254374		V
	P4	0.324638		V
	P5	0.279528		V
	P6	0.355987		V
	P7	0.406866		V

Q8		V
	0.380011	
99	0.300134	V
P10	0.401485	V
P11	0.42596	V
Q12	0.281903	V
P13	0.323885	V

Reliability test

Table 3. Reliability test

X	0.638	0.60	Rel
Y	0.616	0.60	Rel
Z	0.608	0.60	Rel

Reliability Statistics

Cronbach's Alpha	N of Items
.638	13

Descriptive test

The research locus is in Bandung at Kadin Jabar Fostered Enterprises in Bandung, through requesting responses with surveys through the distribution of statement lists to find out perceptions of Kadin Jabar Fostered Businesses in Bandung, with the variables namely entrepreneurial spirit, workforce competence, and performance:

Table 4. Descriptive Statistics X to Y

	N	Range	Minimum	Maximum	sum	Means		std. Deviation	Variances	Skewness		kurt	
	Stat	Stat	Statistics	Statistics	Statistics	Stat	std. Error	Stat	Stat	Stat	std. Error	Statistics	std. Error
X	48	26	28	54	1978	41.21	.722	5.002	25020	-.038	.343	.559	.674
Y	48	19	28	47	1648	34.33	.618	4,284	18,355	.955	.343	1,359	.674
Valid N (listwise)	48												

Data: Source Processed 2022

The display of The SPDD output table shows that the number of respondents (N) is 48, out of 48 the smallest (minimum) respondents from X and Y are 28, while the largest (maximum) from X is 54 while maximum from Y is 47. Maximum minimum value difference, where is Resp X is 26, Resp Y is 19 and the Sum Statistics value for Resp X is 1978, while Resp Y is 1648. The average value of 48 respondents or the Mean of Resp x is 41.21, Resp y is 34.33 and Stands. The deviation of Resp X is 5.002, Resp Y is 4.284.

Table 5. Descriptive Statistics Y to Z

	N	Range	Minimum	Maximum	sum	Means		std. Deviation	Variances	Skewness		kurto	
	Stat	Stat	Statistics	Statistics	Statistics	Stat	std. Error	Stat	Stat	Stat	std. Error	Statistics	std. Error
Y	48	19	28	47	1648	34.33	.618	4,284	18,355	.955	.343	1,359	.674
Z	48	25	36	61	2059	42.90	.662	4,586	21031	1,388	.343	3,769	.674
Valid N (listwise)	48												

Data: Source Processed 2022

The display of the SPDD That the total sample (N) is 48, with minimum respondents That the total sample (N) is 48, with minimum respondents from Y is 28 while from Z is 36, then for the largest (maximum)

from Y is 47, and the maximum of Z is 61. The range value is the minimum and maximum difference, namely for Resp Y is 19, Resp Z is 25 and the Sum value for Resp Y is 1648, Resp Z is 2059. with the Mean value of Resp Y is 34.33, Resp Z is 42.90 and Stand. The deviation of Resp Y is 4.284, Resp Z is 4.586.

Table 6. Descriptive Statistics Y to Z

	N	Range	Minimum	Maximum	sum	Means		std. Deviation	Variances	Skewness		kurtos	
	Stat	Stat	Statistics	Statistics	Stati	Stat	std. Error	Stat	Stat	Stat	std. Error	Statistics	std. Error
X	48	26	28	54	1978	41.21	.722	5.002	25020	-.038	.343	.559	.674
Z	48	25	36	61	2059	42.90	.662	4,586	21031	1,388	.343	3,769	.674
Valid N (listwise)	48												

Data: Source Processed 2022

The output table display means that the number of responses (N) is 48, out of 48 it is the smallest (minimum) respondent from X is 28 while from Z is 36, then for the largest (maximum) from X is 54 while the maximum from Z is 61. The range value is the minimum and maximum difference, namely for Resp X is 26, Resp Z is 25 and the Sum Statistical value for Resp X is 1978, while Resp Z is 2059. Its Mean Value or the Mean is Resp X is 41.21, Resp Z is 42.90 and Stand. The deviation of Resp X is 5.002, Resp Z is 4.586.

Table 7. T test X to Y

Coeff^a

Mod		Unst Coeff		Stand Coeff	t	Sig.
		B	std. Err	Betas		
1	(Constant)	49,022	5,841		8,393	.000
	Y	-.228	.169	-.195	-1,348	.184

a. Dependent Variable: X

On the basis of the t-test table, it explains that if the Y variable is significant ($0.184 > 0.05$), it means that X has not significant on Y. Aand X has no effect to Y where $t_{count} < t_{table}$ ($-1.348 < 0.67964$)

Table 8. T test Y to Z

Coeff^a

Mod		Unst Coeff		Stand Coeffi	t	Sig.
		B	std. Error	Betas		
1	(Const)	25,842	5,807		4,451	.000
	Z	.198	.135	.212	1,471	.148

a. Dependent Variable: Y

On the basis of the partial t test it is explained that the Y variable does not have a significance value of ($0.148 > 0.05$), and it appears that t count is greater than t table, namely ($1.471 > 0.67964$) meaning that Y has an effect on Z.

Table 9. T test X to Z
Coefficients^a

Model	Unst Coeff		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	50,884	6,787		7,497	.000
Z	-.226	.157	-.207	-1,434	.158

a. Dependent Var: X

Based on the results of the analysis of the t-test table, it shows that the variable Z has a significance value of (0.158 > 0.05), which means that X has no significant on Z, it is also seen that t count is smaller than t table, namely (-1.434 < 0.67964) Means that X on Z has no effect

Table 10. Determination coeff test X to Y
Summary models

Mod	R	R Sq	Adj R Sq	std. Err of the Est
1	.195 ^a	.038	.017	4,959

a. Pred: (Const), Y

From the table it is explained that the R Square value is 0.038, meaning that 3.8% of the dependent variable of labor competence (Y) is explained by the entrepreneurial spirit variable (X), while the remaining 96.2% is explained by other factors outside of research capital.

Table 11. Determination coefficient test Y to Z
Summary models

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.212 ^a	.045	.024	4,232

a. Predictors: (Constant), Z

On the basis of the above it is clear that R Square is 0.045. Means that 4.5% of the performance variable (Z) can be explained by the variable of labor competency (Y), the remaining 95.5% is described by other factors outside the research.

Table 12. Determination coefficient test X to Z
Summary models

Mod	R	R Sq	Adj R Sq	std. Err of the Est
1	.207 ^a	.043	.022	4,947

a. Predictors: (Constant), Z

Based on the information above, that R Square is 0.043, meaning that 4.3% of the performance variable (Z) is explained through variations in workforce competence (X), the remaining 95.7% is explained outside of research.

4. CONCLUSION

From the results of the study it can be concluded as follows: On the entrepreneurial spirit variable (X) with the results that the average respondent gave an affirmative response to the questionnaire regarding the labor competency variable (Y) the result was that the average respondent gave an agree response, on the performance questionnaire (Z) the result was that the average the average respondent gave a response that agreed. From the results of the partial test it is found that the spirit of entrepreneurship does not affect the

competence of the workforce, From the results of the partial test it is found that the competence of the workforce influences performance, From the results of the partial test, it is found that the entrepreneurial spirit has no effect on performance

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