

THE EFFECT OF JOB TRAINING , INDEPENDENCE, AND GOVERNMENT SUPPORT ON WOMEN'S ENTREPRENEURIAL INTEREST IN UPTD LK, ENDE REGENCY

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ABSTRACT

This study aims to determine and partially analyze the effect of job training, independence, and government support factors on the entrepreneurial interest to female job training participants in UPTD LK Ende. The type of research is associative. The research population is 64 female job training participants. The sampling technique uses saturated sample with a total of 64 female job training participants. Data collection techniques using questionnaires and interviews. Data analysis technique using multiple linear regression analysis. The results showed that partially the job training factor has a positive and significant effect on the entrepreneurial interest of job training participants at UPTD LK Ende, The independence factor has a positive and significant effect on the entrepreneurial interest of job training participants at UPTD LK Ende.

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1. INTRODUCTION

One of the efforts made by the Government of Ende Regency in overcoming the problem of unemployment is to provide skills for the community so that they can work independently (entrepreneurship) without depending on the government for their lives by becoming a State Civil Apparatus. Improving community skills can be done through various job trainings, among others, organized by the Department of Manpower and Transmigration of Ende Regency through the regional technical implementation unit of the small and medium business vocational training institution (UPTD LLK UKM Ende). Job training is an overall activity to provide, obtain, improve and develop work competence, productivity, discipline, attitude and work ethic at a certain skill and expertise level in accordance with the level and qualification of the position or job (Article 1, paragraph 9 of Law number 13 of 2003). The job training program organized by UPTD LK Ende in 2021 can be seen in the following table

Table 1. Packages of job training programs in 2021

No	Activity package	Number of packages	Number of participants
1	Bread and cake making	1 package	16
2	Souvenir making	2 package	32
3	Hand embroidery	1 package	16
4	Beauty makeup	1 package	16
5	Mobile phone technician software	1 package	16
6	Computer operator	2 package	32
7	Graphic design	1 package	16
8	Sewing adult women's clothes	2 package	32
9	Motorcycle technician	1 package	16
10	Furniture production process	2 package	32
11	3G position SMAW welding	1 package	16

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12	Mobile training unit – MTU :	5 packages	-
	- Rich furniture (Kec. Nangapanda)	1 package	-
	- Automotive (Kec. Wolowaru)	1 package	-
	- Beauty skin & hair (Kec. Detusoko)	1 package	16
	- Welding training (Kec. Ndona)	1 package	16
	- Processing training (Kec. Ende Utara)	1 package	
	Amount	20 Packs	272

Source: UPTD LLK UKM Ende Regency, 2021

Based on the table above, there are 3 training program packages where all job training participants are women, namely bread and cake making, beauty make-up and sewing adult women's clothes. According to [1] Job training aims to improve employee morale, be able to carry out work better, be able to maintain or care for machines or production equipment better, reduce waste of raw materials and reduce work accidents by working more carefully. Through job training, training participants, especially women, can improve their skills so that they have the independence to open a business (entrepreneurship), considering that an entrepreneur is not born and the entrepreneurial spirit is not a talent that is born but the potential that is developed in everyday life. A person's entrepreneurial spirit will emerge and be developed through the spirit of wanting to be entrepreneurial, the ability to take risks, the ability to read opportunities [2]. Job training participants actually have a very high interest in entrepreneurship, this was emphasized by Mrs. Ingrid as a bread and cake making training instructor (cooking) in the training who said that on average the trainees already have a home business, but it is still managed modestly so that what needs to be strengthened is quality of skills, business management and support from local government.

2. METHOD

This type of research is associative which aims to explain the influence and relationship between job training factors, independence and government support on the entrepreneurial interest of job training participants organized by the UPTD for work training in Ende Regency which was carried out from 01 - 30 September 2021. The research population was the training participants. Women's special work for training packages for cooking, beauty make-up and sewing adult women's clothes with a total of 64 participants. The sampling technique uses a saturated sample where all the population is used as a sample [3] The measurement scale uses a Likert scale with a score of 1-5. Data collection techniques use questionnaires, interviews, and observations.

3. RELUST AND DISCUSSION

Validity test

According to [4] Validity test is decision making based on p value or significance value less than 0.05 (5%) then the question item or statement is said to be valid and conversely the p value or significance value equal to or less than 0.05 (5%) is assessed invalid. The results of the validity test for each variable can be seen in the following table.

Table 2. Validity test

Variable	Indicator	r count	r table	Sig	Information
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Work training	X1.1	0.819	0.246	0.000	valid
	X1.2	0.790	0.246	0.000	valid
	X1.3	0.815	0.246	0.000	valid
	X1.4	0.805	0.246	0.000	valid
	X1.5	0.580	0.246	0.000	valid
	X1.6	0.699	0.246	0.000	valid
Independence	X2.1	0.727	0.246	0.000	Valid
	X2.2	0.804	0.246	0.000	valid
	X2.3	0.843	0.246	0.000	valid
	X2.4	0.852	0.246	0.000	valid
	X2.5	0.454	0.246	0.000	valid
Government support	X3.1	0.619	0.246	0.000	valid
	X3.2	0.846	0.246	0.000	valid
	X3.3	0.822	0.246	0.000	valid
	X4.4		0.246	0.000	valid
Entrepreneurial interest	Y1.1	0.617	0.246	0.000	Valid
	Y1.2	0.834	0.246	0.000	valid
	Y1.3	0.849	0.246	0.000	valid
	Y1.4	0.796	0.246	0.000	valid
	Y1.5	0.714	0.246	0.000	valid
	Y1.6	0.238	0.246	0.000	valid

Based on the table above, it shows that all statement items used to measure the variables of job training (X1), independence (X2), government support (X3) and interest in entrepreneurship (Y) can be declared valid because all statement items get r count which is greater than r. table with a pseudo significance level lower than 0.05.

Reliability test

Reliability test shows the ability of measuring instruments to produce consistent and reliable measurements (Suliyanto, 2018). If the value of Cronbach's alpha is greater than 0.60 then the research questionnaire is said to be reliable and vice versa if the value of Cronbach's Alpha is less than 0.60 then the research questionnaire is said to be unreliable. The results of the reliability test in this study can be seen in the following table.

Table 3. Reliability Test

Variable	Cronbach's Alfa	Limit value	Information
Job training (X1)	0.834	0.60	Reliable
Independence (X2)	0.803	0.60	Reliable
Government support (X3)	0.798	0.60	Reliable
Interest in entrepreneurship (Y)	0.796	0.60	Reliable

Based on the table above, it shows that the Cronbach's Alfa value in the statement items of job training variables (X1), independence (X2), government support (X3), and interest in entrepreneurship (Y) used in this study shows a number greater than 0.60. so that the questionnaire in this study is said to be reliable.

Multiple Linear Regression Analysis

Based on the results of multiple linear regression analysis using the SPSS version 25 computer application program, the results are as shown in the following table.

Table 4. Multiple Linear Regression Test Results

Model	Unstandardized B	Coefficients Std error	Standardized coefficient beta	t	Sig	Conclusion
Constant	2,676	1,455		1,839	0.071	Significant
Work training	0.207	0.079	0.211	2,626	0.000	Significant
Independence	0.230	0.095	0.194	2,416	0.000	Significant
Government support	0.763	0.087	0.625	8,760	0.000	Significant

Based on the results of the processed data in the table above, the following multiple linear regression equation is obtained:

$$Y = 2.676 + 0.207 X_1 + 0.230 X_2 + 0.763 X_3$$

The regression equation above can be explained as follows:

Constant Value (a) of 2.676 means that if the value of the job training variable (X_1), independence (X_2) and government support (X_3) is equal to zero (0), then the value of the Y variable, namely the entrepreneurial interest of job training participants is 2.676 units.

Job training coefficient value (b1) of 0.207 a positive value, it can be interpreted that every increase of one unit of job training variable (X_1) will increase the entrepreneurial interest of job training participants by 0.207 units with the assumption that the variables of independence and government support are constant. A positive value indicates that there is a unidirectional effect between job training variables and entrepreneurial interest, meaning that the more often job training is carried out, the higher the training participants' interest in entrepreneurship will be.

Independence coefficient value (b2) of 0.230 has a positive value, it can be interpreted that every increase of one unit of the independence variable (X_2) will increase the entrepreneurial interest of job training participants by 0.230 units with the assumption that the variables of job training and government support are constant. A positive value indicates that there is a unidirectional influence between the independence variable and the interest in entrepreneurship, meaning that the higher a person's independence, the higher the trainee's interest in entrepreneurship.

Government support coefficient value (b3) of 0.763 has a positive value, it can be interpreted that every one unit increase in the government support variable (X_3) will increase the entrepreneurship interest of job training participants by 0.763 units with the assumption that the variables of job training and independence are constant. A positive value indicates that there is a unidirectional effect between the variables of government support and interest in entrepreneurship, meaning that the more often the government provides support, the higher the training participants' interest in entrepreneurship.

Based on the coefficient value (b) it can be seen that the variable that has the greatest influence on the entrepreneurial interest of job training participants is government support with a value of 0.763, when compared to the coefficient value of the job training variable (0.207) and the coefficient value of the independence variable (0.230). The magnitude of the influence of government support on the entrepreneurial interest of job training participants is because job training participants really expect government intervention for them to open a business or develop an existing business through the ease of obtaining business legality, easy access to capital to financial institutions,

Hypothesis testing

First hypothesis: job training has an effect on the entrepreneurial interest of participants in job skills training at the Ende work training UPTD. To prove this hypothesis, it can be seen in the

results of the regression analysis of the effect of job training on interest in entrepreneurship as shown in the following table:

Table 5. The Effect of Job Training on Interest in Entrepreneurship
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		T	Sig.
	B	Std. Error	Beta			
1(Constant)	8,296	2.042			4.064	0.000
Work training	0.660	.092			.6757	0.000

a. Dependent Variable: entrepreneurial interest

Based on the table above shows that the results of testing the job training variable have a positive regression coefficient of 0.660, it can be explained that job training has a positive effect on interest in entrepreneurship with a significance level of $0.000 < 0.05$, meaning that job training has a significant effect on entrepreneurial interest in job training participants. held by UPTD Ende's job training, thus the first hypothesis is accepted.

Second hypothesis: Independence affects the entrepreneurship interest of the job training participants at the Ende work training UPTD. To prove this hypothesis, it can be seen in the results of the regression analysis of the influence of independence on the interest in entrepreneurship as shown in the following table:

Table 6. The influence of independence on entrepreneurial interest
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		T	Sig.
	B	Std. Error	Beta			
1(Constant)	7,307	2,213			3,301	0.000
Independence	0.791	0.112	0.669		7.078	0.000

a. Dependent Variable: Interest in entrepreneurship

Based on the table above shows that the results of testing the independence variable have a positive regression coefficient of 0.791, it can be explained that independence has a positive effect on entrepreneurial interest with a significance level of $0.000 < 0.05$, meaning that independence has a significant effect on entrepreneurial interest in job training participants held by UPTD. Ende's job training

Third hypothesis: Government support affects the entrepreneurial interest of job training participants at the Ende work training UPTD. To prove this hypothesis, it can be seen in the results of the regression analysis of the influence of government support on the interest in entrepreneurship as shown in the following table:

Table 7. The effect of government support on entrepreneurial interest

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1(Constant)	7,857	1,239			6,341	0.000
Government support	1.028	.084			.84212	0.000

a. Dependent Variable: Interest in entrepreneurship

Based on the table above, it shows that the test results for the government support variable have a positive regression coefficient of 1.028, which means that government support has a positive effect on entrepreneurial interest with a significance level of $0.000 < 0.05$, meaning

government support has a significant effect on entrepreneurial interest in job training participants. Ende's work training UPTD was held

Test the coefficient of determination

Table 8. test the coefficient of determination

Model	R	R Square	Adjusted R Square	Std. Error of the Satimate
1	0.894	0.799	0.789	1,821

Based on the table above, the value of Adjusted R Square is 0.789 or 78.90%. This shows that together the variables of job training, independence and government support affect the entrepreneurial interest of job training participants at UPTD LK Ende by 78.90%, while the remaining 21.10% is influenced by other variables outside this research model such as family environment, business opportunities and income expectations

The effect of job training on entrepreneurial interest

The results showed that the job training variable had a positive and significant effect on the entrepreneurship interest of the job training participants at UPTD LK Ende, meaning that if the trainees took part in job training well, they would have special skills so that interest and interest in entrepreneurship emerged after attending job training. The results of this study are in line with research conducted by [6] which states that embroidery operator training has an effect and can increase the entrepreneurial spirit of trainees in the technical implementation unit of the Jember Job Training Center and research conducted by [6] which states that entrepreneurship training will affect the entrepreneurial interest of the residents of the Women's Prison in Pontianak.

The influence of independence on interest in entrepreneurship

The results showed that the independence variable had a positive and significant effect on the entrepreneurial interest of the job training participants at UPTD LK Ende. This means that if the trainees have a high attitude of independence and are not dependent on other parties, they will have a high interest in entrepreneurship. The results of this study are in line with research conducted by [4] which states that independence affects the entrepreneurial interest of Satya Wacana Christian University Faculty of Economics and Business students, but the results of this study contradict the research conducted by [7] which states that personal independence does not partially affect the entrepreneurship interest of Muslim student trainees at UPT Job Training Tulungagung.

The effect of government support on entrepreneurial interest

The results showed that the government support variable had a positive and significant effect on the entrepreneurial interest of job training participants at the job training UPTD. This means that if the government provides support to training participants in terms of providing building or building facilities for businesses, business equipment assistance, capital assistance or providing easy access to business capital through financial institutions, then the training participants have a high interest and interest in entrepreneurship. The results of this study are in line with research conducted by [8] which states that government support through the KUR program affects the interest in entrepreneurship in Indonesia, but the results of this study contradict the research conducted ND Alfianand F Masud (2021) who stated that relational support, including government support, had no partial effect on the entrepreneurial interest of Muslim student trainees at UPT Job Training Tulungagung.

4. CONCLUSION

Based on the results of the analysis and discussion, it can be concluded that partially job training has a positive and significant effect on entrepreneurial interest in job training participants at UPTD LK Ende, meaning that the more often participants attend training, the higher the interest in entrepreneurship. partially independence has a positive and significant effect on interest in entrepreneurship on job training participants at UPTD LK Ende, meaning that the higher the level of independence of the trainees, the higher the interest in entrepreneurship. Partially, government support has a positive and significant effect on entrepreneurial interest in job training participants at UPTD LK Ende, meaning that the more often the government provides support to training participants, the higher the interest in entrepreneurship.

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