
**COMPETENCY BASED TRAINING ENTREPRENEURSHIP TO
IMPROVE STUDENT'S ENTREPRENEUR MENTALITY
(Case Study in East Java, For Vocational High School Graduates)**

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Abstract

This study aims to analyse the effect competency based training entrepreneurship to improve students' entrepreneur mentality, and case study in East Java, for vocational high school graduates. The total population in the study were all students of SMKN 3 Buduran and SMKN 1 Surabaya. While total of samples used in the study were 120 students, taken from students who took part in practical training. Data processing using multiple linear regression method tools with the help of SPSS 25.0 software. The results showed that all independent variables are competence-based training and entrepreneur either partially or simultaneously, had a significant effect on the dependent variable is entrepreneur mental. So, it can be expected that the results of this study will greatly assist students in the process of seeking opportunities for entrepreneurship. The results of the research are very helpful and also serve as a reference for teachers and students at Vocational High Schools, so that the practical training will have the potential to reduce the unemployment rate of Vocational High School graduates in East Java.

Keywords: Competency based training, Entrepreneur, Student, Entrepreneur mentality, Vocational high school.

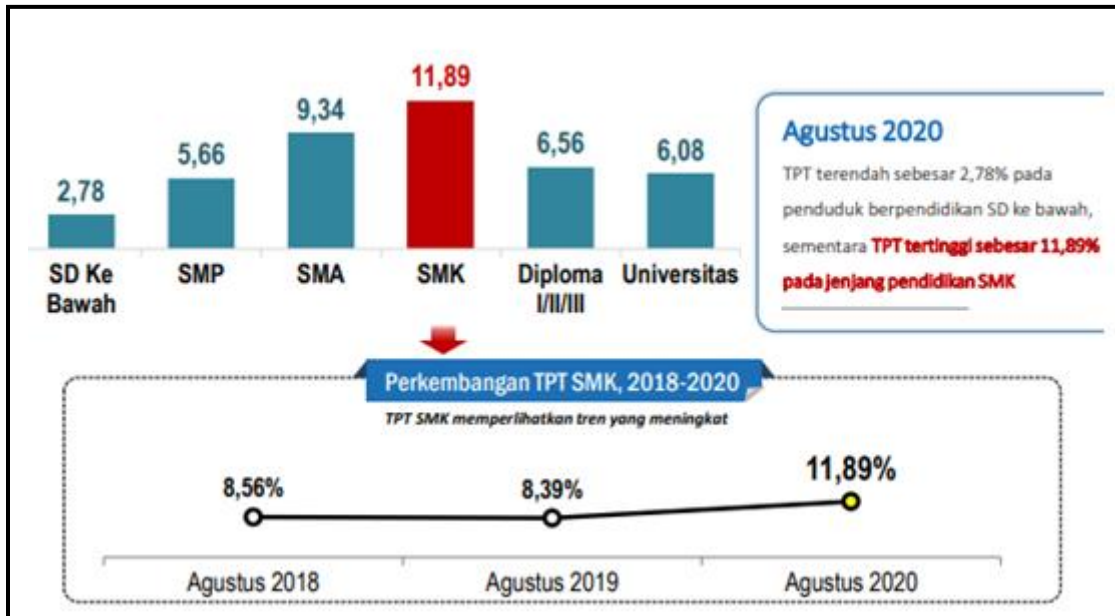
Introduction

Education is an effort or process carried out by individuals to develop their potential. This effort is made so that individuals can have knowledge, information, and skills so that they can be used in everyday life. Individuals have various ways to obtain education, including through formal, non-formal, and informal education. One of the places to get formal education is the Vocational High School (SMK) ([Santika & Sawitri, 2016](#)).

Vocational High School (SMK) is one level of education that aims to prepare students for the world of work and develop the abilities of students both in terms of cognitive, affective and psychomotor through the learning process carried out at school. In addition to the skills that are taught directly by the teacher, students are also given the task of living their daily lives as students at school. It is hoped that by giving these assignments students are able to do certain school assignments independently and train students to be responsible for the obligations given by the teacher. Moreover, [Manullang \(2013\)](#) stated that currently, educational programs have been designed in such a way as to achieve goals. Based on the Unemployment Rate (TPT) in the East Java Province in 2020 there was 3.69 %. This means that there was a decrease of 0.14 percentage points compared to the February 2019 TPT which was 3.83 percent. Head of the Central Statistics Agency (BPS) of East Java, Dadang Hardiwan, revealed that, judging from the

level of education, TPT in East Java is still dominated by graduates of Vocational High Schools (SMK) as shown in Table 1.

Table 1. Highest Unemployment Rate (TPT) SMK 2018-2020



Source: Central Agency Statistics (BPS), 2021

Judging from the level of education completed, in February 2020, TPT for SMK still dominates among other education levels, which is 8.04 percent. Compared to February 2019, the TPT for SMK graduates has increased by 1.20 percent. Some opinions from the research results that entrepreneurship education has no effect on students' entrepreneurial abilities and in fact there is a negative influence on entrepreneurial motivation (Adekiya & Adewale, 2016). There is another opinion, namely Furi (2016), entrepreneurship education has an effect on entrepreneurial motivation, it is influenced by their personal internal and external factors.

Literature Review

Entrepreneur Mentality

In the research of Maulida et al. (2016) stated that an entrepreneur is someone who is ready to bear the uncertainty to engage in risky arbitrage. Arbitrage means an interaction with the process of purchasing products in the form of goods or services, according to the prevailing prices in the market, generally these prices can be traded elsewhere but at relatively the same prices. The formation of entrepreneurial character can be fostered in various ways. Through life experiences, a person can also naturally shape his own character to become a better person. In addition to life experience, education also helps in fostering entrepreneurial character. Maulida, et al., (2016) mentions that the characteristics of entrepreneurship include: achievement motivation, future orientation, facing change, leadership and business networks (Suryana & Bayu,2011).

Every behavior and expression of individual movements is an encouragement and a reflection of mental conditions (Abbas & Hasan, 2014). Entrepreneur mental attitude means a person's personal tendency that results in behavior, either as an entrepreneur or potential to become an entrepreneur. There are six mental strengths that build a strong personality (Ashidiq, 2013), including: strong-willed, strong belief in personal strength, what is needed is self-knowledge, belief in oneself, understanding of goals, and self-discipline, and think constructively with creatively.

An entrepreneurial mentality can be interpreted that students have a professional spirit, while the indicators include: (a) entrepreneurial awareness; (b) entrepreneurial spirit; (c) have business networks with other parties; (d) have an independent mentality; (e) creative and innovative; (f) confident; and (g) not giving up easily (Suranto, 2012)

Competency Based Training

Competency-based education and training that is implemented in entrepreneurship learning materials is a solution to overcome the potential for unemployment, at least students have soft skills as a provision for them to graduate. This is in accordance with the concept of competency-based training, which has goals and expectations for students in enriching knowledge, skills so that after graduation they are ready with their provisions in accordance with the desired performance standards (Djam'an, 2004; Sulipan, 2009).

Building an independent entrepreneurial mentality through entrepreneurship learning in the form of competency-based training is considered quite important (Suranto, 2012). Competency-based training is needed to improve soft skills for students. Students who have taken entrepreneurship lessons get assistance, facilitation, and mentoring in the concept of empowerment. Empowerment is done by means of training to explore the ability of students to have good skills. The training and motivation is to build the mentality for students to become entrepreneurs who already have soft skills (Suranto, 2012).

In particular, competency-based training has been implemented in an integrated manner in entrepreneurship courses. Competency-based training is very important, as: (a) the world of education is considered to be able to provide answers to all unemployment problems, and; (b) life skills-based education needs to be carried out and carried out as optimally as possible in its implementation, especially entrepreneurship subjects.

Entrepreneurship

Entrepreneurship means the integration of several activities that involve, among others: finding, evaluating, and taking advantage of opportunities to introduce new goods and services, and innovations in organization, markets, processes, and inventory. (Mbhele, 2012).

According to Business Jargon 2019, the required entrepreneurial characteristics are:

1. Economic Improvement: being an entrepreneur is expected to improve the economy when operating the company to gain profits by using resources efficiently and effectively.
2. Creativity and innovation: always creating new ideas and always making improvements in running the business, so as to obtain high productivity.

3. Profit Orientation: an entrepreneur conducts his business for the sole purpose of generating profit. Determine for an entrepreneur must face a risk.
4. Risk Management: is a theory that must be applied in building a business or business. Because without good management, entrepreneurs cannot detect bad things that can happen to the company. Ironically, companies can experience a decline or collapse without being able to know what caused it.

Anyone who has the potential or entrepreneurial spirit has the ability to see opportunities and at the same time to be able to assess these business opportunities, by collecting various data needed as a basis for making decisions ([Wiratno, 2012](#)).

Hypothesis

Based on the explanation from the background, so the hypothesis in this study are:

H₁: Competency based training has an effect to entrepreneur mentality

H₂: Entrepreneurship has an effect to entrepreneur mentality

H₃: Competency based training and Entrepreneurship simultaneously have an effect on to entrepreneur mentality

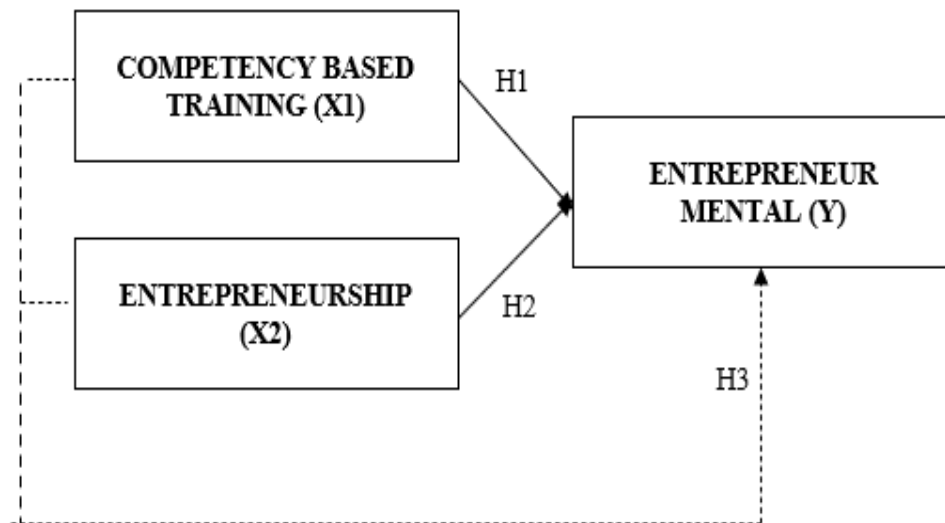
Research Methods

Population and Sample

[Hermawan and Yusran \(2017\)](#), in the population study, all students of SMKN 3 Buduran and SMKN 1 Surabaya were the object of research. While the total population is not known with certainty, this study uses a formula to determine the number of samples using an unknown population formula. The formula uses the provisions of an error rate of 5% and a 95% confidence level. The total sample used in this study was 120 students. A sampling technique, namely probability sampling with proportional stratified random sampling technique, and the sample as respondent are students in class XII, because it uses certain criteria ([Hermawan & Yusran, 2017](#)).

Research Framework

Based on background; literature review; and the results of empirical research, the conceptual in this study in accordance with the formulation and research objectives in Figure 1.



Data Analysis

Before the research instrument was used to obtain research data, a trial was conducted in order to obtain a valid and reliable instrument.

Validity Test

Validity testing is intended to determine whether the question items are able to measure what should be measured. Validity testing is done by correcting between the scores of the answers to each question item with the total score obtained from the sum of the scores (Wulansari, 2012)

Reliability Test

Reliability means the confidence in the results of a measurement. Measurements that have high reliability are measurements that are able to provide reliable measurement results (Arikunto, 2015). If an instrument is declared reliable if the instrument has been used several times to measure the same object and produces the same data. One of the indicators to measure reliability is Cronbach's Alpha method can be used. The criteria for a research instrument are said to be reliable if the reliability coefficient is > 0.6 .

Result and Discussion

Table 1. Multiple Linear Regression Results

Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	2.271	4.562		.498	.619
Competency Based Training	.623	.151	.279	4.185	0.000
Entrepreneurship	.712	.111	.426	6.388	0.000

a. Dependent Variable: Entrepreneur Mentality
Source: SPSS Data Processing Results

Based on Table 1, the a value of 2.271 is obtained, the coefficient of X₁ is 0.632 and X₂ is 0.712 so that when included in the equation, the following equation is obtained:

$$Y = 2.271 + 0.623 X_1 + 0.712 X_2$$

The regression equation can be explained that the constant of 2.271 indicates an entrepreneur mentality so that if the value of competency-based training and entrepreneurship is equal to zero, the entrepreneur mentality will still have a value of 2.271.

Simultaneous Test (F Test)

For F test is to show of competency-based training (X₁) and entrepreneurship (X₂) both of them it has a simultaneous effect on entrepreneur mentality (Y)

Table 2. F Test Results

ANOVA ^a					
Model	Sum of Square	df	Mean Square	F	Sig.
1 Regression	2736.587	2	1368.293	54.385	.000 ^b
Residual	4604.171	183	25.159		
Total	7340.758	185			

a. Independent Variable are Competency Based Training; and Entrepreneurship
b. Dependent Variable is Entrepreneur Mentality
Source: SPSS Data Processing Results

Based on Table 2, the F value is 54.385 with a significant value of 0.000. because the significant value is less than 0.05 then the model is feasible (goodness of fit). This means that Ho is rejected, and Ho is accepted so that there is a simultaneous significant effect of competency-based training (X₁) and entrepreneurship (X₂) on the dependent variable of entrepreneur mentality (Y)

Partial Test (t Test)

Table 3. t Test Results.

Model	Coefficients ^a				t	Sig.
	Standardized Coefficients		Standardized Coefficients			
	B	Std. Error	Beta			
1 (Constant)	2.271	4.562			.498	.619
Competency Based Training	.623	.151	.279		4.185	0.000
Entrepreneurship	.712	.111	.426		6.388	0.000

b. Dependent Variable: Entrepreneur Mentality

Source: SPSS Data Processing Results

Based on the partial test, there are a significant effect between competency-based training (X1) and entrepreneurship (X2) partially on entrepreneurs' mentality

Coefficient of Determination (R²)

Identification of R² serves to determine the significance of the variable, so R² must be sought. R² shows the contribution of competency-based training (X1) and entrepreneurship (X2) to entrepreneurs' mentality (Y). The greater the value of the coefficient of determination, the better the ability of the independent variable to explain the dependent variable.

Table 4. R² Test Result

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.611 ^a	.373	.366	5.016

a. Predictors : (Constant), competency-based training; entrepreneurship
 b. Dependent Variable: entrepreneur mental.

Based on the data from Table 4, it states that the value of R² is 0.366 or 36.6%. This means that 36.6% of the dependent variable is entrepreneur mentality, which can be explained competency-based training (X1) and entrepreneurship (X2). But 63.4% is explained by other reasons outside the regression. The Standard Error of estimate (SEE) is 5.016, in other words, the smaller the SEE value, the more accurate the regression model in predicting the dependent variables: competency-based training (X1) and entrepreneurship (X2) for entrepreneurs' mentality.

Conclusion

Based on data analysis and discussion as well as from the hypotheses that have been compiled and have been tested in the previous section, it can be concluded as follows:

1. Competency based training (X1) seen from the indicators, namely: effective communication; presentation skills; interview etiquette; and grooming professionals have a significant effect on entrepreneur mentality, so they are able to look far ahead, be positive and centered on goals
2. More about this source text. Source text is needed to get additional translation information. Entrepreneurship (X2) is seen from the indicators, namely: economic activity; creativity and innovation; profits; and risk management has a significant effect on entrepreneurs mentality
3. Competency based training (X1) and Entrepreneurship (X2) have a simultaneous effect on entrepreneur mentality.

According to [Pranowo, et al \(2020\)](#), based on the research results, our suggestions are:

1. For further researchers, in order to get better results and also accurate results, we suggest that for further research using independent variables need to be added.
2. It is important in the implementation of training to increase the use of technology in order to produce better and more efficient products, thus the results of the training can improve the ability of innovation and entrepreneurial competence.

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