

WHAT'S WRONG TO BE AN ENTREPRENEUR ?

**Mohammad Ali Masyhuri¹; Hasan Abdillah²; Wenni Indita Yuliardani³;
Miya Dewi Suprihandari⁴**

Sekolah Tinggi Ilmu Ekonomi Mahardhika Surabaya^{1,4}; Universitas 17 Agustus
Banyuwangi²; Sekolah Tinggi Pariwisata Satya Widya Surabaya³
Email : mohammad.ali@stiemahardhika.ac.id¹; hasan.abdillah@untag-
banyuwangi.ac.id²; wenniindita@stpsatyawidya.ac.id³;
miyadewi@stiemahardhika.ac.id⁴

ABSTRACT

Having an established life as someone who has a permanent job is the dream of all humans, even though not all dreams can be achieved. A permanent job for someone is a condition that is considered capable of supporting their economic interests. However, this is no longer a solution to needs in terms of income. This paper will discuss the phenomenon of entrepreneurship which is still considered a position full of uncertainty due to income generation which tends to be considered less supportive for improving the economic capacity of a family. There are many solutions for a worker to increase his income, apart from relying on the monthly income he receives from where he works so far. It is not new, when a worker also has another job because he has to fulfill his daily needs. Even an established job is not a guarantee that one day these jobs will not be lost due to the unfavorable economic conditions of the nation and the world. We can see that being an entrepreneur has become an option for many people, compared to having to work in a company or industry. Although there are still many people in society who think that working as a workforce is more promising than being an entrepreneur, and entrepreneurship is not a job.

Keywords : motivation, turnover, entrepreneur, skill upgrading

INTRODUCTION

Humans have needs that are differentiated into primary needs and secondary needs. In addition, the need to be recognized and recognized by the environment is also one of the needs that must be fulfilled by some people. The need to be recognized as a person who works or has a regular income every month is very important for some members of society. Because by having a steady income every month, it is considered that someone is a successful and successful person in life (Foster, Roger, 2016). Status as a person who has a job or as a worker is a position that is considered good for some people. This is because the income earned every month in a definite amount is the basis for measuring the economic capacity of a family (Levratto, N., Serverin, E., 2015). In contrast to someone who does not have the status of an employee or employee in a certain company or institution, they may be considered as unemployed because they do

not have regular income every month. So that often their economic status is considered not as good as those who work as workers or employees in a particular institution.

Work is something that is considered to be something very important for almost everyone. The variety of work is an option and right for everyone to feel they have the appropriate abilities (Foster, Roger, 2016). The choice to work as an employee or work independently is everyone's right to make ends meet. It all depends on the choices and desires and opportunities that each person gets. The choice of working as an employee or business owner or working independently is an effort to meet the economic needs of oneself and their families (Levratto, N., Serverin, E., 2015). However, whatever the choice, everything returns to the desires, abilities and opportunities obtained by each individual. When someone chooses to work as an employee, when the monthly income is considered less able to meet the economic needs of their family and themselves, the choice to run a business independently is mostly made by the majority of workers. This makes employment as an entrepreneur often a solution to the economic difficulties of someone who was previously an employee or private sector worker or even non-private worker (Barendsen, L., Gardner, H., 2004).

Sometimes, the position as a worker or as a government official is considered the most comfortable and safe position for most of mankind wherever they are. For those in positions as employees, the regular monthly income they receive is a guarantee for the economic life of their families and their future descendants. However, the proportion or opportunity to have a career as a worker in an institution or government official does not match the number of applicants or graduates from high school, vocational school, even university. So that sometimes many people take the opportunity by committing fraudulent acts against people who have a great desire to become government officials or labor in an institution (Barendsen, L., Gardner, H., 2004).

The idea that being an employee or government official is a dream and aspiration for most people, because of the constant income factor, and actually it cannot be considered wrong. However, these things or thoughts make most of them become individuals who are less resilient to face a dynamic change in their lives (Vecchio, Robert P., 2003). Thus, some of them tend to be less creative and easily accept situations without trying to change them for the better. This is because they have been in their comfort zone for quite a while, although not everyone likes being in their comfort

zone for very long periods of time (Borbye, Lisbeth, 2010). Sometimes being in a comfort zone is an option for most people. They tend to think that there is nothing wrong with enjoying being in a comfort zone without having to try harder to improve the economic conditions of the family (Borbye, Lisbeth, 2010). Actually it is not wrong, it's just that not all of their descendants will be in the same position as they are today, so giving their future generations the understanding to become economically tough people is something they should have. When the transfer of knowledge about these thoughts can be done well, it can be said that the process of forming an independent generation has been running. But all these things have shown different conditions today. When the number of workers in a company is increasingly limited in number accompanied by unstoppable technological advances, then a job sitting behind a desk is no longer an option. This is also due to the transfer of knowledge in a global era that is increasingly easy to live with. So, the independence of the young generation can be said to be in a very good position at this time. Efforts to improve the level of life in financial terms are influenced by several factors, one of which is motivation. Motivation is the reason or background for everyone to get whatever they need and want in a way that is in accordance with existing norms or regulations, both written and unwritten (Shane, Scott, et. al, 2003). Generally, this motivation comes from the internal side of the person which is more or less influenced by external factors from each person. For some people, fulfilling all the rules or norms that exist in an effort to get what they have set as the purpose of life is something that must be carried out, even though some others are able to get what they want and aspire to go the opposite way.

Motivation is able to change one's potential to appear positively resulting in positive results and better results for some people (Shane, Scott, et. al, 2003). However, the positive potential of a person sometimes produces something negative due to external encouragement or influence, so it tends to violate the norms or rules that exist around it. This is sometimes influenced by a person's mindset or insight, who sometimes tends to be less open. So, it often gives bad consequences to the social environment or work environment. Each motivation shapes everyone to always try to get a better income and family economic level, so that all the things that are their primary needs can be obtained properly (Vecchio, Robert P., 2003). Motivation also shapes a person to be a strong person in an effort to achieve his goals and life goals. In a work environment, a

person's motivation is also believed to be able to improve their performance evaluation positively from time to time. Supported by the positive appreciation provided and given by the leadership in their work environment. What is meant by turn over? Turn over is an act of moving or changing positions or status carried out by someone who already has a position or status as a worker or employee of a company or even a government institution. This condition occurs in many places or companies and even in government institutions around the world. The activity of changing places of work is a natural thing that happens and is done by someone in the process of life (Walsh, James P., 1988).

Why is there a turn over? The process of moving or changing workplaces by an employee or workforce is an act or a natural process. This is generally influenced by internal personal factors that are not satisfied with what has been obtained so far from the previous workplace. The desire to get a new and better position and experience is generally the basis for the turnover process (Walsh, James P., 1988). Turn over is also influenced by many things from the internal and external sides of the personal as well as the workplace, both positive and negative. People who turn over will give various reasons. In general, those who work as employees or workers of a private company will turn over after 3 to 5 years of their work there. Employees or workers who make a turnover after this period of time generally consider that they have enough new knowledge and experience to then obtain a new position they want and are believed to be better than the previous position.

Entrepreneurship is an activity related to trading that is carried out independently or together with other people, so as to generate profits. This independent trading activity has been carried out by the ancestors of mankind in order to meet their daily needs. Efforts to make ends meet they were done in a simple way at the beginning of human civilization, namely exchanging goods. When civilization became more advanced, they used metal coins for their activities to fulfill their daily needs, the value of which was influenced by the type of metal. The activity of working independently or being an entrepreneur is an activity that is generally based on the desire and the ability of the perpetrator. When the desire to generate profits is supported by ability, then the benefits can be obtained as previously calculated (White, Alasdair, 2009). Because basically, entrepreneurial activities will generate profits when these activities are carried out based on "do what you love, and love what you do". Trading is an activity that should be

introduced from a young age, so that when the perpetrators get older, their abilities will be better honed. The ability to trade well is generally owned by someone who has been accustomed and trained to do it since a young age. The habit of carrying out the simple trading process even when they are very young is a valuable experience for most entrepreneurs. The valuable experience in question is the acquisition of new knowledge which they often do not get from books or from a teacher.

Efforts to always learn and improve their abilities and talents are positive actions that everyone should take. Learning about something new is a positive endeavor provided it is done in a positive way. Talent or ability to become an entrepreneur will be better when someone is willing to accept all kinds of new things, knowledge, information and technology all the time. Being willing to accept all things new and related to improving the ability as an entrepreneur is the key to success for most entrepreneurs (Sokół, A., Figurska, I., 2017).

The process of increasing the ability as an entrepreneur is a process that can be done at any time. The sources of new knowledge and knowledge that can be obtained come from various sources around them, both in the form of other people's experiences and from the difficulties that have been gone through. The experience of yourself and others is the best learning process that can be obtained anywhere. Therefore, we often encounter how an entrepreneur is very enthusiastic about participating in the many seminars held by successful and experienced entrepreneurs anywhere.

The government has also accommodated many learning activities for young people who have the ability and are interested in becoming entrepreneurs (Cadbury, Adrian, 2006). Currently, many vocational schools have been established to accommodate and prepare highly capable human resources to become entrepreneurs. So that the young generation in the coming year will be an independent generation and have the ability to compete wherever they are. When the ability of young entrepreneurs has the ability to compete with the variety of products they produce, it is certain that the nation's economic capacity will also be better.

RESEARCH METHOD

This paper uses a descriptive qualitative method (Supriadi, 2020) to discuss the phenomenon that exists in society regarding the status of being an entrepreneur which is still considered not a job for most of the community, while the current conditions show

the fact that being an entrepreneur is an option for most members a society that is open minded to change.

Literature review used in this study is used by looking for previous literature relating to the theme to be presented, which is then collaborated with the writer's thoughts to find a form of conceptual understanding that can provide information for the wider community in general and for writers in particular about the themes discussed (Zulkarnaen, et. al. 2020:2614).

RESULTS AND DISCUSSION

Entrepreneurship Motivation

Working as an employee of a company or an employee of a government institution with a fixed monthly income is still a life option for most people. They are competing to get to this position in various ways. They do this in an effort to maintain the stability of the family's economic conditions. Besides that, the nation's economic condition which makes income stability is something that is prioritized in the continuation of life (López Manrique, Inés, 2020).

A motivation is able to change a person's mindset and work patterns to get an improved income. Motivation is an inspiration for someone to find the best way to find a suitable profession. It is also the basis for the emergence of turnover in many workforce environments or company employees. The turnover decision is made by some of the company's workforce because they prefer to be independent workers, become leaders of the businesses they form, as entrepreneurs (Cadbury, Adrian, 2006).

Becoming an entrepreneur is a choice made by many people in this global era. Even though they understand that the income they earn cannot be said to be stable every month. The unstable income does not make them give up in carrying out their activities as an entrepreneur. It even makes them choose entrepreneurial activities as their main job (López Manrique, Inés, 2020) .

This is in contrast to some other people who still think that entrepreneurial activity cannot be said to be a job, seen from the perspective of appearance and income on the next side. This perspective is generally shared by some of the community whose family or colleagues are mostly in the "comfort zone" or have a profession as employees or workers in a company or government institution who have regular opinions every month (Ross, Joel, 1987). Comfortable conditions in the surrounding environment often have

an influence in assessing something that is considered different and full of risks. So that the assessment of "less safe" for the family's economic survival will be created automatically.

An entrepreneur is believed to be someone who has a strong desire and ability to become an independent person. The talents possessed by someone who wishes to become an entrepreneur will not achieve the expected results when their abilities are not trained from an early age. A strong desire to become an entrepreneur should be followed by the ability that is always improved in all that is related, so as to achieve the expected results optimally. When good talent and the desire to be a successful entrepreneur go hand in hand with ability, the process of getting there will be easier (White, Alasdair, 2009).

The more open mindset towards technological change nowadays is also a motivation for most people to be independent. Motivation supported by the increasing technology that has been created is a source of inspiration or ideas for many people in their efforts to become entrepreneurs. The variety of technologies that have been created today is very inspiring because it presents the variety of products, opportunities, efforts and networks needed for an entrepreneur. So that an entrepreneur will find many facilities that really support the process to develop and succeed (Sokół, A., Figurska, I., 2017).

Positive values of the entrepreneurial profession

The government, in fact, cannot accommodate all vocational school graduates, even university graduates with all levels in the provided employment opportunities. It is a fact that every year the number of graduates from vocational schools and universities is increasing. This is in line with the population that is increasing and increasingly realizing the importance of education for everyone. So that when a job vacancy provided by the government is considered an opportunity that hundreds or even thousands of people are waiting for and chasing.

Every profession has its respective positive values contained in it. Choosing a profession to become an entrepreneur is also an endeavor that really helps government programs in the field of human resources. This is due to the possibility of creating many new jobs by an entrepreneur. When a new job opportunity is created, it will also create

efforts to reduce the number of human resources who still do not have permanent jobs (Kozubíková, Ludmila, et. al, 2017).

The entrepreneurial profession is an independent endeavor that is currently carried out by many people around the world. The choice of profession is the choice of many people in order to reduce dependence on other parties (Walker, Alan, 2006,). This is in order to get a decent income and in accordance with the wishes. In addition, being a leader for himself and others, when the business he has started develops, becomes the goal and dream of most entrepreneurs.

Many entrepreneurs today have created various fields of business. Most of them have never even been thought of in the past, for example startups in the service sector between passengers and goods. From this startup in the end it was able to open new jobs which were very beneficial for many members of the community who still did not have permanent jobs (Stjepanović, Saša, 2017). The scope of work for these delivery services is finally able to absorb a lot of new workers, without any gender restrictions, as we see today that there are very many women who work as drivers.

Entrepreneurship does not provide restrictions on age, gender, educational background, work experience and place of residence, for anyone who wants to do it with passion (Walker, Alan, 2006). This field only provides space and freedom for anyone who wants to work creatively and sportsmanship. An entrepreneur is expected to be someone who is full of enthusiasm in the process of producing a product that is able to create a market. even become a leader. In addition, creativity in creating product variants that are ultimately able to become a leader in their field is an important thing that an entrepreneur must also have (Stjepanović, Saša, 2017).

Market is also something that causes many people to switch professions to become entrepreneurs. The various needs of the growing community, supported by dynamic technological developments, are also the next cause for the increasing number of entrepreneurs today (Ross, Joel, 1987). So that a variety of products that previously could only be enjoyed by people living in the western side of the world, are now also widely enjoyed by people in the eastern side of the world, and vice versa, for example the variety of processed foods originating from the Turkish community, namely Kebab, today has become a ready-to-eat food product that is in great demand by people in Asia.

In this case, an entrepreneur must be someone who is creative and able to read the diverse and dynamic needs of consumers (Sokół, A., Figurska, I., 2017).

Entrepreneurs have actually been attached to Indonesian society which since ancient times was known as an agricultural and maritime country. As an agrarian and maritime society, being independent and not easily losing enthusiasm is a must-have attitude. Because nature cannot predict its changes, on the other hand, nature is where they work forever, thus producing products that are much needed by many consumers in other areas (Sokół, A., Figurska, I., 2017). They have become true entrepreneurs because they have tried independently to produce a variety of products that consumers want and need, they even try independently to find and open markets for the variety of products they have, so that consumers can enjoy them (López Manrique, Inés, 2020).

Skill upgrading

Various vocational schools and universities with various vocational study programs have been established by the government and the private sector at this time (Cadbury, Adrian, 2006). This is due to the increasing number of vocational education enthusiasts from year to year, both in urban and regional areas. Currently, many parents have the hope that their children will find jobs faster after they graduate from a vocational school (Forster, A G., Bol, T., 2018). Likewise, families with better economic abilities will usually make efforts for their children to be accepted into universities that have vocational study programs, so that when they have graduated or even before they graduate, it is believed that it will be easier to get a job with a better income. .

Various schools and universities with vocational study programs currently provide courses or entrepreneurship education in their curricula. Entrepreneurship education has now become one of the attractions for educational consumers everywhere (Prause, G., Atari, S., 2017). This type of education is believed to be able to contribute and share knowledge that is very useful for the younger generation, so that it can become independent human resources and open-minded, creative and critical of current situations and conditions. So that they are able to form human resources who have character and quality and are able to compete with anyone and anywhere.

The spirit of entrepreneurship is a spirit that is needed by anyone at any age, so that human resources are not someone who is easily discouraged in undergoing the process of becoming someone who is very independent (Sheth, N. R., 2010). Every human

being is created with their own talents. When talents are supported by enthusiasm and support from the immediate and surrounding environment, it can be ensured that a person's ability will be able to compete and be in the best position in a certain period of time (Ahlstrom, David, 2010). In fact, they will be able to become human resources with true character and able to compete in any condition.

Not everyone has the talent and ability to become an entrepreneur, but the desire to become a successful entrepreneur is owned by many. For this reason, young people who have aspirations to become entrepreneurs should prepare themselves to increase their abilities and enthusiasm (.Rezk, M R A., 2016) It can be started by getting used to being able to read the opportunities of every situation in the environment. The habit of always scanning whatever the conditions and situations around it are an effort to increase the creativity of human resources for aspiring entrepreneurs.

Currently, the number of entrepreneurs at a young age has increased a lot from previous years. In 2020, based on data from the Ministry of Industry, the number of entrepreneurs will reach around 3 percent of the total population. This is better than in previous years because most of these entrepreneurs have started to look at the online shop sector which is a trend in all parts of the world today (Rezk, M R A., 2016). In addition, the ability of the younger generation of productive age has been able to combine technological sophistication and the feasibility of a product to be displayed and become a trend for consumers, and create a new and wider market than before.

CONCLUSION

Entrepreneurship is an activity that has become a solution for many people in order to earn a better income than in the previous period. And being an entrepreneur is not something to be embarrassed about for most of the community (Markman, G D., Baron, R A., 2003). For most of today's youth, having a profession as an entrepreneur is even a matter of pride. Because they are able to show anyone that they are capable of a generation that is independent and has character.

Most of the young generation in Indonesia today has become a generation that is increasingly independent and has character, and has the courage to face competition wherever they are. They are not ashamed to always learn about new things in order to improve their quality and ability to manage the business they have founded (Markman, G D., Baron, R A., 2003). Actually, it is not only the younger generation who are

currently very interested in pursuing the profession as an entrepreneur. Many generations above them and among housewives undergo the profession as an entrepreneur (Henton, Douglas, et. al., 1997).

Indonesia has a variety of natural resources that can be processed into a product that is able to open up new markets, and even helps the government to reduce the number of workers who have not been fully absorbed by the employment opportunities provided by the government. For this reason, the government should set various schedules for training activities in the context of community empowerment in every region in Indonesia in an effort to meet the needs of increasing community creativity (Prause, G., Atari, S., 2017). These training activities in the context of community empowerment can be started by building and supporting vocational schools and universities as well as better vocational training centers with all the necessary facilities and infrastructure (Griffin, Patrick, 2007). In addition, the teaching staff in these training activities or teaching staff in schools and vocational institutions should also always receive training in order to improve their abilities in the context of transferring knowledge to students or training participants in the context of human resource empowerment programs from now on and in the future. which will come (Forster, A G., Bol, T., 2018).

In addition, the government through related agencies should always accompany or provide assistance for entrepreneurial actors in the process. When the level of ability and creativity of entrepreneurial human resources is at a better and competitive level, it can be ascertained that the market possibility for their products will also develop (Fuschi, D L., Tvaronavičienė, M., 2016). For this reason, the government should also provide assistance in the process of market management for entrepreneurs so that it becomes better. The process of assisting the management of their markets and products can be carried out through exhibitions or product exhibitions coordinated by the government and related institutions, both at home and abroad at minimum costs, so as not to increase the budget burden for entrepreneurs, especially those with minimal capital (Fuschi, D L., Tvaronavičienė, M., 2016).

The most important thing is that the government through schools and related institutions is able to support changes in the mindset of society regarding status as an entrepreneur. The entrepreneurial profession is a profession that is positive enough to be

undertaken for the actor himself, as well as for the surrounding environment (Ahlstrom, David, 2010). Because this profession has more or less helped the government reduce the number of unemployed which is increasing every year. In fact, they are able to create job opportunities for people around them to improve their income and quality of life from now on and in the future (Sheth, N. R., 2010).

REFERENCE

- Ahlstrom, David, 2010, Innovation and growth: How business contributes to society, *Academy of Management Perspectives Journal*
- Barendsen, L., Gardner, H., 2004, Is the social entrepreneur a new type of leader?, *Leader to Leader Journal*
- Borbye, Lisbeth, 2010, Out of the comfort zone: New ways to teach, learn, and assess essential professional skills - An advancement in educational innovation, Synthesis Lectures on Technology, *Management and Entrepreneurship Journal*
- Cadbury, Adrian, 2006, Corporate social responsibility, *Twenty-First Century Society Journal*
- Forster, A G., Bol, T., 2018, Vocational education and employment over the life course using a new measure of occupational specificity, *Social Science Research Journal*
- Foster, Roger, 2016, The therapeutic spirit of neoliberalism, *Political Theory Journal*
- Fuschi, D L., Tvaronavičienė, M., 2016, A network based business partnership model for SMEs management, *Entrepreneurship and Sustainability Issues Journal*
- Griffin, Patrick, 2007, The Comfort Of Competence And The Uncertainty Of Assessment, *Studies in Educational Evaluation Journal*
- Henton, Douglas, et. al., 1997, The age of the civic entrepreneur: Restoring civil society and building economic community, *National Civic Review Journal*
- Kozubíková, Ludmila, et. al, 2017, The Effect of Business Environment and Entrepreneurs' Gender on Perception of Financial Risk in The Smes Sector, *Journal of Competitiveness*
- Levratto, N., Serverin, E., 2015, Become Independent! The paradoxical constraints of France's "auto-entrepreneur" regime, *Journal of Small Business Management*
- López Manrique, Inés, 2020, Motivación en educación artística. Tiempo y variables, *Journal of REVISTA IBERO-AMERICANA DE PESQUISA EM EDUCAÇÃO, CULTURA E ARTES*
- Markman, G D., Baron, R A., 2003, *Person-entrepreneurship fit: Why some people are more successful as entrepreneurs than others*, Human Resource Management Review
- Prause, G., Atari, S., 2017, On sustainable production networks for Industry 4.0, *Entrepreneurship and Sustainability Issues Journal*
- Rezk, M R A., 2016, Innovation magnitude of manufacturing industry in Egypt with particular focus on SMEs, *Entrepreneurship and Sustainability Issues Journal*
- Ross, Joel, 1987, Corporations and entrepreneurs: Paradox and opportunity, *Business Horizons Journal*
- Shane, Scott, et. al, 2003, *Entrepreneurial motivation*, Human Resource Management Review
- Sheth, N. R., 2010, The social context of entrepreneurship, *Journal of Entrepreneurship*

- Sokół, A., Figurska, I., 2017, Creativity as one of the core competencies of studying knowledge workers, *Entrepreneurship and Sustainability Issues Journal*
- Stjepanović, Saša, 2017, A new approach to measuring green GDP: a cross-country analysis, *Entrepreneurship and Sustainability Issues Journal*
- Supriadi, I., 2020. Metode Riset Akuntansi. Deepublish.
- Vecchio, Robert P., 2003, *Entrepreneurship and leadership: Common trends and common threads*, Human Resource Management Review
- Walker, Alan, 2006, Active ageing in employment: its meaning and potential, *Asia-Pacific Review Journal*
- Walsh, James P., 1988, Top management turnover following mergers and acquisitions, *Strategic Management Journal*
- White, Alasdair, 2009, From Comfort Zone to Performance Management, *Journal of Comparative Neurology*
- Zulkarnaen, W., Sasangka, I., Sukirman, D., Yuniati, & Rahadian, F. (2020). Harmonization of sharia rules in effort copyright protection in Indonesia. *Journal of Advanced Research in Dynamical and Control Systems*, 12(2), 2612–2616. <https://doi.org/10.5373/JARDCS/V12I2/S20201311>