

Post global pandemic and national paradigm of resilience in SMEs Indonesia

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Abstract

Indonesia has a big potential of development by boosting up the SMEs. The SMEs seems neglected by its history on Indonesia as the main focus remained on public sector. The SMEs particular in large scale manufacturing units beyond the government, bank, and liberalization. As the SMEs sector period withdraw their development because of lack skill and function. In this research, SMEs sector in Indonesia as an object using the bibliography methodological to analyze the paradigm and liberate realizing the need to specify the key terms for purposes resilience on post global pandemic. Through innovative business opportunities and creating value by individuals, it is an effort to create value. In addition, this value creation can be done by providing encouragement to manage the risks of a project, improving communicative and management skills in helping the movement of people, fast materials and financial resources for project success.

Keywords : Resilience, Pandemic, SMEs, Implementation, Indonesia.

Introduction

The development of logic and discourse in economic development today is trying as much as possible to stop economic intervention by the hands of the government and leave it completely to the invisible hand of the market. This very market-oriented view has drawn criticism presents a synthesis that the state and the market are a mutually offsetting relationship, not a substitute one (Miles & Shipway, 2020). A keynesian view from Rodrik is an introductory basis in the process of creating today's economic development. The market requires an entity that can play a role as a regulator to prevent market failures and the impacts it will create (Ratten, 2020).

Theories of resilience are broad and varied. In several aspects of developing resilience theory, it utilizes the issues, actors, and objects studied. Resilience theory provides an understanding of views based on micro and historical levels of an individual (Portuguez Castro & Gómez Zermeño, 2020). In this study, the theory of resilience provides an individual category that is called the theory of individual resilience and relates to salute genesis including development, continuation, focus of control, commitment, and learned resources.

Resilience is translated into several factors, including protective factors

including personal, social, family nor development perspective (M. Sharma & Joshi, 2020). An individual provides a form of resilience by fighting negative issues related to his life. An important component of resilience is the state of being alert in distress, avoiding harm, and threats that result in individual vulnerability. Based on the theory of individual resilience, each time the actor will be calculated objectively based on the ratio between the presence of a protective factor and the presence of a dangerous state. There are four patterns of individual resilience based on some literature with the implementation of Entrepreneur actor (Pathak & Joshi, 2020).

National paradigm of resilience in Indonesia SMEs sector, are under the responsibility of regional governments which in reality better recognize and understand the potential of the region. The regional government, in the implementation process, can implement a protection mechanism on vocational so that it can continue to be oriented towards its growth and development (López-Santos et al., 2020). Domestic market protection is something that needs to be implemented by the government so that in the development process, this is done before Indonesia opens and fully integrates its domestic market with global competition. Furthermore, the economic impact caused by the Covid-19 Pandemic has made us realize that state interdependence is a matter that is full of risks if an economic shock occurs on the global market (Farca & Dragoş, 2020). The resulting market contraction hampered the global trade line and even met paralysis, in this case, to restore Indonesia's economic conditions in the Post-Covid 19 era, it is necessary to optimize the regional potentials owned, first protect so that the development created is not accompanied by with widening disparities between regions.

While there are different approaches to understanding resilience, resilience is a feature in this study. According to this approach, flexibility is a positive personality trait that promotes adaptation (Hundal et al., 2020). Resilience is a set of individual traits that can facilitate adaptability to stressful life events. On the other hand, stressors may represent growth opportunities and increased resilience of the individual, promoting a return to higher levels of nor balance of power.

The relationship management perspective has been criticized and contrasted for focusing too much on individual entities according to resilience theories with two parallel lines of research that encourage business practices to view relational exchanges from a systems perspective (Lose et al., 2020). These exist across the performance domain, sales force customization, sales force management, and sales to domain. On the one hand, resilience theory provides a foundation for understanding and applying each principle in an increasingly dynamic and interconnected environment (Fath et al., 2020). These can be found in Performance Domain, Sales Force Allocation, Sales Force Management, and Sales to Domain. However, as research moves towards this systematic view of actors and exchanges, contextual efforts are needed to determine how specific actors can participate most effectively (Chikwanda, 2020). These insights can enable companies to understand the impact of all stakeholders needed to better manage relationships, while a lack of clarity about the complexity of the ecosystem can frustrate efforts and hurt results. The resilience as the non-linear exchange involving a large number of stakeholders.

the individual may have adjustment problems and use destructive means to cope with stressors. This means that resilient individuals can maintain their psychological health by protecting themselves from the negative effects of difficult times. The analysis also suggests a useful operational definition of resilience used here: the ability to overcome adversity and succeed despite exposure to high risk for threat level (Ongkowijoyo et al., 2020). The ability to maintain competence on turnover and the ability to recover from trauma are also frequently cited definitions (Liu et al., 2020).

RQ1: How to implementing resiliences in the Small Medium Entrepreneurship in Indonesia sector?

Research Methods

At the beginning we explained the system of systematic review. First, we examined the links between entrepreneurial resilience and resilience related to SMEs in Indonesia.

This systematic approach is applied to identify, select and evaluate relevant literature. This systematic process is repeatable, objective, transparent, unbiased and rigorous. The first process in this study was to conduct a full literature search using We Do This because the Scopus database has a broader data coverage than other databases, and SCOPUS also has stricter methodological criteria for database coverage.

The keyword 'entrepreneurial resilience' is the basis for the search in the Scopus database. In addition, by developing research around this flexibility, we want to know how the literature has evolved from big theory to the latest research data on the topic of SMEs, enabling us to make a comprehensive analysis of research trends over time. In this case we also choose the highest ranked category.

The progression of procedures and capabilities is expected to include components that help create and implement mechanical, hierarchical, and market developments. Knowing the details of business sectors, it is reasonable to internationalize through various methods, dispatch, delegation, diversification, joint pursuit and unusual direct speculation. Learn about the best advertising methodology for improving business agility, taking into account human capital research, thorough research, market research and actual regulation. Ability to brand items and departments, e.g. media exposure. In terms of items and improving capabilities, what matters is the specialty selections and types of item usage, as well as department execution, as are the types of environment adjustments that are possible to address market issues and, more specifically, leads. Executive cadres are prepared as regular courses of the organization courses with awareness of creating and guiding specific informal organizations with accomplices and state organization through enhancement of specific education.

In this data collection, the literature search is based on a search by Scopus (www.scopus.com) from the subject area. To see the bibliometric relationship to an object, an analysis of the subject of the document is required. Scopus made a topic about the introduced algorithm and will be analyzed in depth.

This research, used search keywords, SMEs included in the title, abstract and the source. This process is done to make sure that nothing is overlooked, not

only in articles that use the term Entrepreneurship Resilience. Initial search results in the Scopus database with a search using the keyword Entrepreneurship Resilience obtained 15.188 articles (n = 15188). The next step, we limit by the similarity criteria to the database search in Scopus to the keyword SMEs, in Management & Business Science so that we get 1286 articles (n = 1286). To make it easier for us to get references, we limit our search to articles that are open access and related to pandemic condition in 2021 and 2022, and we managed to get 59 articles (n = 59). Of these 59 articles, we will explore the contents of the article as our reference for conducting a literature review. The next step is to read and do the coding of all remaining articles.

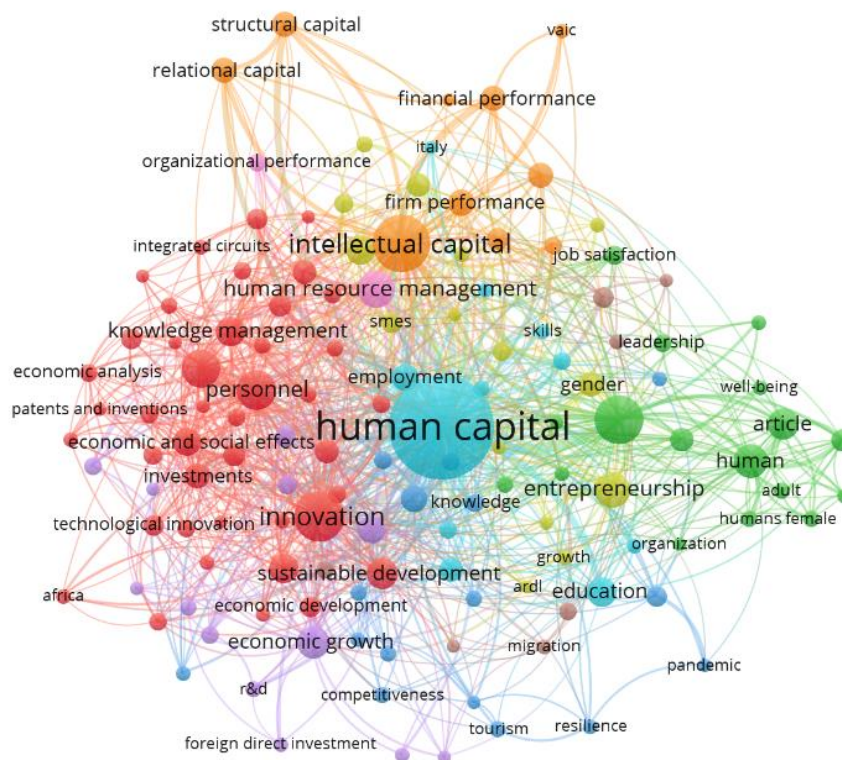


Figure 1: Vosviewer Density Visualization

Source: (Self-Processed)

In this data collection, the literature review takes from the subject area based on the search for Scopus (www.scopus.com). To see the bibliometric relationship on an object, an analysis of the document subject is needed. Scopus has provided a subject on the algorithm provided and will be analyzed in more depth based on the VosViewer 1.6.1 version.

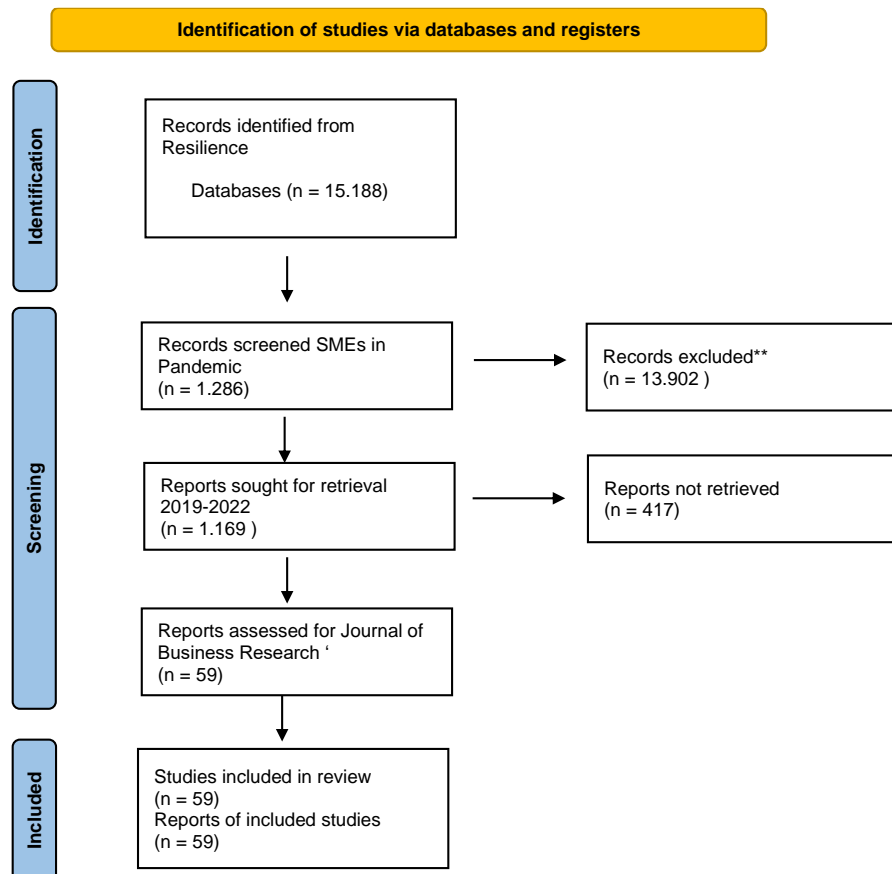


Figure 2: PRISMA MATRIX
Source: (Self-Processed)

Distinctive features were the reason for building a model to promote entrepreneurial resilience that fits the scale. Entrepreneurial Flexibility Abilities specialization includes insights into the specialized competency, including business techniques and settings. To include management regulations in the organization, quantitative scope and identification of the main objectives and to be able to record basic choices about the structure of the organization of entrepreneurs in their various subjects. Therefore, the business visionary must acquire skills to improve entrepreneurship, including the technology to be adopted by the organization, additional elements and benefits, the corporate image, operational frameworks, formal and informal design of the organization.

Result and Discussion

Individual approach with resilience tends to emphasize internal and external phenomena. Resilience based on internal and external factors assumes that generally it has emerged from birth as a biological factor or is acquired based on historical, initiative. Perspective on individual resilience should be a major contribution by understanding individuals in the fundamental aspect between influencing or being influenced. The highlighted factors and models are the development of resilience (Gölgeci et al., 2020). The reason is that individuals will indeed become models of social actors by needing each other and giving cause and effect to social reality.

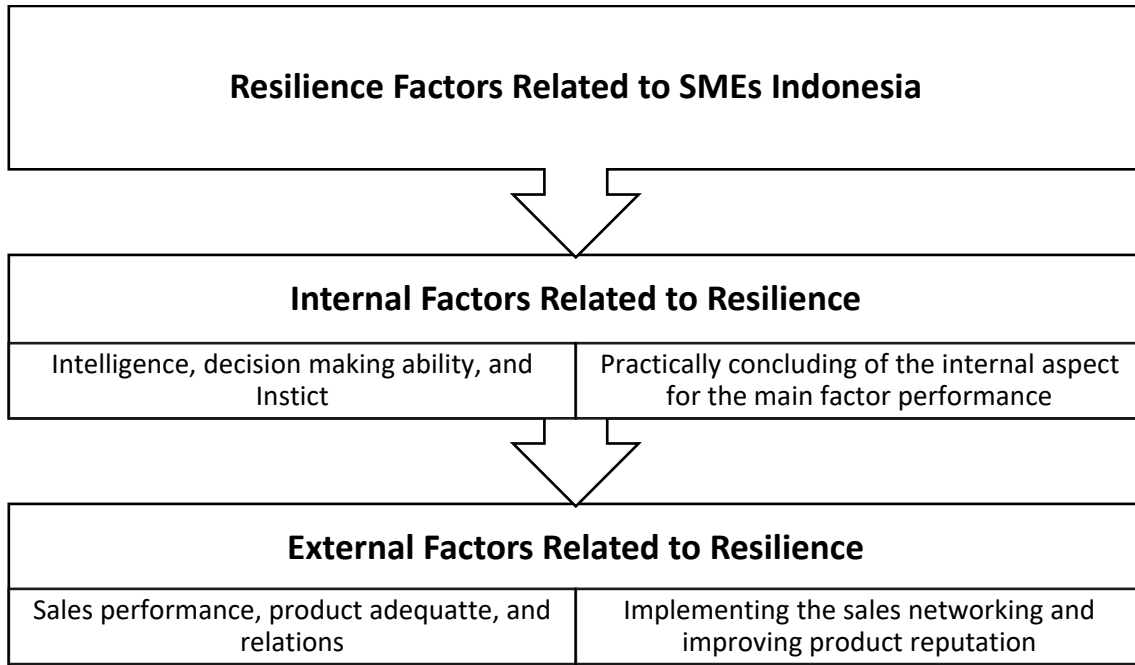


Figure 3: Empirical Found
Source: (Self-Processed)

In this article, we want to experimentally explore the range of perspectives between modifying elasticity theory. We are interested in looking for flexibility in SME product brokers because the broker is the spearhead of SME product companies. It was found that SMEs are facing a crisis in the skills and competencies of field workers - Essential Business (Sawalha, 2020). They are distinguished by the specific criteria for their employment. Anyone with basic training can become an agent and start promoting and selling products. The SME representative needs a strong and reliable company to keep improving the performance of the company to remain competitive and developed. To have a reliable marketing team, especially in the field of services, there is a strong need and intelligence to educate the public, especially potential customers, about the benefits of SME products. Indeed, representatives of small and medium-sized enterprises face obstacles (Filimonau et al., 2020).

Findings related to internal factors related to individual resilience show that not all things are supportive. The need for adaptation varies as well as the basic assumptions built. The internal factor that is largely associated is attitude. Attitude is a very important and crucial assumption. Attitude is the location of subjective values in determining views and determining decisions. Furthermore, the relationship that resilience comes from is the result of the development process. Social constructivity has an effect on the development of the internal model. Resilience practically shows that intelligence, decision-making ability, and instinct.

Based on internal factors related to resilience, there are three findings, namely attitude, development, and spirituality. Implementation of Entrepreneur actor has an individual impact on the formation of morals, norms, and ethics. When individuals work as Entrepreneur actor, of course, in general they form

internal resilience, namely attitudes (Fonseca & Azevedo, 2020). Attitude in making decisions, every step is needed to think critically based on cause and effect. The development process is focused on construction in terms of history or work experience and then improved in job performance. Lastly, spirituality as a positive form and avoiding negative by strengthening norms, ethics, and morals (Cannavale et al., 2020).

This research is expected to benefit the development of human resource management sciences, which are particularly related to performance theory. These theories are closely related to the individuals in the organization, especially the actor of SMEs in Indonesia product companies that drive the business. Flexibility can help a company improve its performance so that it can also compete with other companies by improving performance (Ding et al., 2020). According to constructing a positive performance on an SME representative has effects on positive motivation. The company's role is to provide external incentives to companies with significant impact. In addition, this research is expected to provide additional knowledge, namely the formation of individual performance of agents of small and medium products, in which the individual understands the situations that arise and can flexibly adapt his job as a representative. In their role of flexibilization, both must adapt to the technological developments that are currently developing. Performance theories are based on positive psychology and positive performance. Performance is seen as a response in circumstances where a person is exposed to a significant personal threat, danger or harm to which he or she adapts positively; It does not lose its normal function.

Theories of achievement are based on positive psychology and positive performance. Performance is seen as a response in circumstances where a person is exposed to a significant personal threat, danger or harm that they positively adapt; And it does not lose its normal function. According to Vidmar et al., (2020), the performance of individuals respond to adverse conditions by recognizing and acknowledging their impact, and investing the time, energy, and resources necessary to 'return' to equilibrium. In addition, flexibility allows individuals to use setbacks as 'starting points'. At the same point of view from Korsgaard et al., (2020), suggest that resilience plays an important role in managing "positive stress" and that resilience can be described as an adaptive response to negative and positive events, such as promotions or new responsibilities in work.

The relativity of resilience is associated with external factors. The linkage of external factors based on ecological processes with the expression of multi-level social attachments. Social construction becomes an important role and actors involved such as family, environment, and community. In this study, external factors in the implementation of Entrepreneur actor are based on the importance of the work community. The conception of society has norms on togetherness with different cultures. Over time, society eventually became rural (Nurunnabi, 2020). Thus, individuals in the work community of course try to adopt new values and then assimilate them with old models. This has implications for the use of rural values and building resilience.

The relationship of the resilience theory variable with performance shows

that adaptive selling is analogous to working smarter, making plans to determine the appropriateness of sales behavior and activities to be performed in future of SMEs development (Medel et al., 2020). It shows that employees need a better measure of sellers' ability to understand customers and shows that the most promising way to develop formulas for sensing seller feedback is their ability to identify customers. Cognitively, resilient engagement is introduced through flexibility through motivation, as well as the ability to pick up on nonverbal cues.

Several etiquettes have been proposed to explain why salespeople or employees interact more intelligently in an adaptive way. Examples include additional learning for the sales force resulting in the accumulation of contextual knowledge about the SMEs sales context. That is, adaptation depends in part on knowing how one's behavior is shaped and shaped by their interactions, which requires mental preparation, planning, and a degree of self-efficacy with the ability to change behavior in performance situations (Singh et al., 2021).

The main individual difference in this regard is self-control, which reflects the degree to which people regulate their self-presentation by changing their actions according to situational cues present in the interaction (Khan et al., 2021). The functioning of SMEs resilience in sales interactions depends on the assumptions and processes that occur in the minds of salespeople. However, the research to date has used methods based only on verbal self-report. According to Sharma et al. Advances in neuroscience have inspired recent research in related fields, such as consumer behavior and economics, showing that mental processes, despite their complexity and relative inaccessibility, are directly studied (Huang & Farboudi Jahromi, 2021). The association with this study is the first in marketing to test the validity of the new scale using neuroscience insights combined with traditional methods. To achieve this goal, we developed a different idea of neuroscience because this insight gives a different perspective on what can make a salesperson successful in a sales pitch (Friday et al., 2021).

In turbulent times like the COVID-19 pandemic, resilience is a key feature of any organization. According to G. D. Sharma et al., (2021), defines resilience as "the ability of a system to withstand significant disruptions within acceptable parameters of damage and recover within an acceptable period of time at increased cost and risk." In a business context, resilience describes the characteristics inherent in organizations that can respond faster, recover faster, or develop unconventional ways of doing business under greater pressure than others. Important organizational characteristics of a resilient organization are adaptability and flexibility in the context of organizational strategy. We propose that flexibility is the most important aspect of a flexible SMEs performance, so that salespeople can move their efforts and resources where they need them. As in previous research, sales force is increasing in areas other than marketing. The three sales force transformations (function, outsourcing/scope, and technology adoption) discussed in the previous section have reduced the risk management (Aidoo et al., 2021). When salespeople specialize in certain steps of the SMEs sales process, they can't move to other steps in the sales process if demand changes. Likewise, when sales processes are outsourced, it is not easy to outsource steps because relevant expertise or intellectual property is no longer present within the organization (Kumar & Kumar Singh, 2021).

The most important aspect of a flexible sales force is flexibility so that

salespeople can move their efforts and resources where they are needed. Research to increase sales force has been conducted in areas other than marketing (Cordeiro et al., 2021). The three resilience theory in internal sector related to function, outsourcing/scope, and technology adoption discussed in the previous section have reduced the problem of post global pandemic. When employees specialize in certain steps of the sales process, they cannot move to other steps in the sales process when demand changes. Likewise, when sales processes are outsourced, it is not easy to outsource steps because relevant expertise or intellectual property is no longer present within the organization.

Indonesia's current condition is on the defense side in a sustainable manner in economic development after the Covid-19 pandemic. The future of the country's economy after the Covid-19 pandemic has raised new problems such as many crises in life (Samudro & Madjid, 2020). The Covid-19 pandemic has attacked almost all economic sectors in Indonesia, from bottom to top (Barzilay et al., 2020). Formed from reactions to past experiences related to information from the environment to be able to describe what will happen in the future so as to form plans and goals for the future (Zammuto et al., 2000). Most of those who think that a country will experience a major crisis are post-pandemic because the country is unable and difficult to rebuild circulation in the economic system long before the Covid-19 pandemic (Noor et al., 2020).

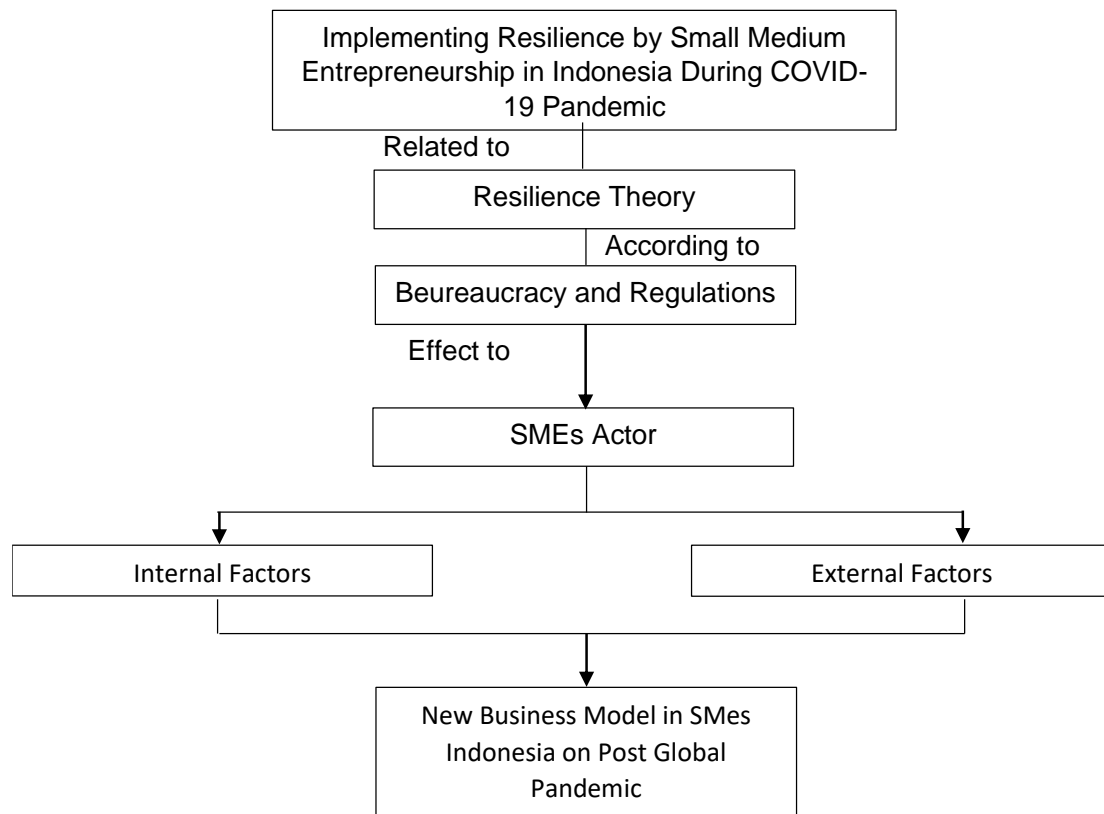


Figure 4: Logical Framework

Source: (Self-Processed)

This structural change also gives importance to the wave of migration in

Indonesia even in the midst of the Covid-19 pandemic. The development of the micro and industrial sector that takes advantage of the Covid-19 pandemic has been able to support the individual economy but does not help the macro-scale economy in Indonesia (Rahmadana & Sagala, 2020). The micro-enterprise sector tends to be more of an individual group, so that business owners are entitled to profits from these businesses without having to make a significant contribution to the state. The state also plays a role in economic development during the pandemic, but tends to be uneven due to the lack of statistical data and significant structural changes in terms of business systems and economic output in each region (Kuckertz & Brändle, 2021). Indonesia's economic development has been carried out from generation to generation since the end of the monetary crisis in 1998 (Rahmadana & Sagala, 2020).

The elements that support the development of the Indonesian economy are the foundation of the economic system in creating a sustainable economy and running continuously following state conditions (Rahmadana & Sagala, 2020). The main elements that support Indonesia's economic development, both domestically and internationally, such as industrialization, international mobility, and defense, are already in a vulnerable society (Tokarz et al., 2021). The vulnerable group called Ulrich Beck in the Covid-19 pandemic has had a tremendous impact both socially, politically and economically. The risk of a post-Covid-19 pandemic feels unpredictable because individuals are currently saving themselves as one of the most vulnerable groups in society (Pla-Barber et al., 2021).

This extraordinary impact in the international world in the economic reality after the Covid-19 pandemic will be very different due to the global economic cycle which is slowly stopping and causing an economic depression (Miller, 2021). Predicting the future of a country has similarities to the post-war economic depression and developing countries towards progress such as Indonesia are countries that are vulnerable to economic depression (Ufua et al., 2021). The occurrence of an economic depression caused the purchasing power of goods to decrease and the economic cycle between business actors did not run, resulting in the stagnation of the country's economy accompanied by high crime rates due to difficult economic conditions (Noor et al., 2020).

The economic prediction after the Covid-19 pandemic with the status of Indonesia having distributed vaccines to the public will enter an economic recession and the process towards an economic depression. This is due to uncertainty in the new society and exploitative industrialization (Wang & Yao, 2021). It is possible that countries experiencing economic recession will drive the wheels of the global economy by creating new economic systems and adaptations or applying renewable and cheaper energy. Industrial thinking in viewing anthropogenics seems to be very low and short (Ratten, 2021). This causes the community to be classified as vulnerable. Economic restructuring is currently urgently needed by combining the old paradigm and the new paradigm through the adoption of economic and trade models from other countries that are considered to fit the classification. This alludes to the development of the lower middle socioeconomic class because it will have the greatest impact.

In fact, Indonesia government and SMEs actor were able to ward off issues and problems in the face of economic recession and economic depression.

Indonesia's economic system often changes with every change of state leader. The biggest social transformation in Indonesia that began during the New Order era resulted in overlapping social and class structures. A major criticism of our current social transformation is felt by the existence of social inequality related to (Madi Odeh et al., 2021). A simple example is the massive repatriation of employees from major industries in Indonesia, job placements, and others. Indonesia's socio-political views after the Covid-19 pandemic have made people vulnerable to social resilience. The biggest fear is like formation in the New Order due to the economic crisis and caused political chaos. Indonesia's social resilience is currently very low with the added implications of the Covid-19 pandemic. There is an offer of concessions in overcoming social inequality that has occurred in Indonesia's economic development after the Covid-19 pandemic.

The theory of resilience that emphasizes criticism in the excessive and exploitative development of modernity in Indonesia can be balanced with heterogeneous equations. The neoliberal economy that we have actually still emphasizes on one group (Belhadi et al., 2021). Equity, group priority, and social tolerance are needed to overcome the vulnerabilities that occur. Paradoxes that occur in expectations and reality will enter the process of social transformation experienced and enter the stage of institutionalization. The Indonesian government has an obligation to be able to equalize and understand the level of individual status as a community risk model (Purnomo et al., 2021).

Developing the expectations must have similarities with real implications in reality. The paradoxical resistance to social transformation and modernity will be a good one related to resilience in SMEs performance, especially as the Indonesian government system adopts power distribution and class liberalization. Furthermore, the realignment of power and politics needs to be done in general. Relates to the distribution of power and group liberalization (Bechtsis et al., 2021). The capability of the leader needs to be questioned in the face of social and political distribution and transformation of the nation. State leaders must subconsciously understand the scale of utilization of modernity development (Vermiglio et al., 2021).

As a criticism of development by making government new market policies, the government as a policy maker and regulator must be able to provide equitable development in every region in Indonesia. Modernity is always associated with urbanization (Bag et al., 2021). Excessive urban development forces the narrowing of land and urban bias. Population accumulation in urban areas can lead to high unemployment, homelessness and the emergence of crime rates due to difficult economic conditions. The Covid-19 pandemic is claimed to be a disease that arises from animals to humans and spreads rapidly throughout the country even though there are no animals in the country. Rapid migration has made Indonesia one of the countries affected by Covid-19. Related to S. Sharma & Rautela, (2021), that the narrowing of land and urban applications led to this pandemic. Although state and international agencies will then issue a statement that the pandemic is over, it is unlikely that the disease will continue and further pandemics are likely to emerge.

Likewise, Indonesia's economic development after the Covid-19 pandemic sociologically requires equity on a long scale. In general, long-term development begins with population distribution. Social inequality begins with regional

inequality due to urbanization and the influence of modernity. Even this unequal development only benefits one city unilaterally. Unequal development is caused by inequality in population. Domestic migration of the population in Indonesia has proven to be heavily burdened in both urban and rural areas. The grouping of groups between rural and urban areas is still integrated with the inequalities of society within it. Social inequality, even though before the pandemic there was still no equality in the divided society in Indonesia (Nandi et al., 2021). The post-pandemic prediction belongs to vulnerable communities that domestic population migration will worsen due to the highest urban affluence. Colonial domestic migration in Indonesia will be the biggest issue because inequality does not only occur in one region but also in the target area. Resources and decentralization policies need to be emphasized more deeply with equitable large-scale development plans (Kordela & Pettersen-Sobczyk, 2021). Since post-reform, decentralization is still the domain of second-level regional development and the view that centralized cities is still biased. The term Jawacentric still applies today and most likely after the pandemic. Excessive resilience to industrialization and exploitation of natural resources on a large scale has become a big thing.

The best issues and trends in human resource management towards foreign workers (Mohammed et al., 2021). Government policies that seem to lead to social mobility are still low. Expectations of employment and the service sector still benefit urban areas. Post-pandemic development can be an opportunity to form innovations and new governance models in adapting the rural economic system. Systematic development and regional expansion in Indonesia can develop well without the need for excessive industrial intervention (Baral et al., 2021). As the object related to clothing, food, housing as basic needs can actually be met without the need to over-import products from an international perspective. Counterfeiting can be carried out but still following the process of the global economy by massively increasing domestic logistics needs and leading to export products and reducing the use of imported products. Production through the use of natural resources in accordance with the integrity of improving the human resources of the domestic community can become a new consensus model in creating new economic models and solutions for the new global economic cycle after the pandemic (Ramanathan et al., 2021).

Views based on community risk, capital, and emphasis on government policies can be accumulated into a new economic development concept after the Covid-19 pandemic (Ding et al., 2020). Utilizing China's economic development model will provide a new solution as a recommended concept, namely the Indonesian Consensus. The reforms have left a legacy of opportunities for economic restructuring in the hope of creating sustainable and well-founded economic growth and development. Post-reform political and economic decentralization can be the first step to creating change if its impact and influence is maximized. In the case of China, decentralization-based post-economic restructuring in the post-Mao era has succeeded in leading China to significant and sustainable economic growth and development.

Reflecting on the similarity of economic decentralization between Indonesia and China, the development of an economic development foundation based on optimizing local potential so as to create a comparative advantage in each region in Indonesia is needed as a first step. The need to optimize the potential of the

post-reform decentralized system can be created by adopting China's development model in the early Post-Mao era that relies on development potential or defense resilience (Maalmi et al., 2021).

Resilience emphasizes the responsibility of local / regional governments which in fact know and understand the potential of the region. Regional/regional governments in the implementation process can apply protection mechanisms so that they can continue to be oriented towards growth and development (Cannavale et al., 2020). Protection of the domestic market is something that needs to be implemented by the government so that the development process is carried out before Indonesia opens and fully integrates its domestic market with global competition (Dzingirai & Ndava, 2021). On the other hand, the economic impact caused by the Covid-19 pandemic has made us aware that state dependence is a risky problem in the event of an economic shock in the global market. The market contraction caused by the obstruction of global trade routes has even become paralyzed, in this case, to restore Indonesia's economic conditions in the Post-Covid 19 era, it is necessary to optimize the potential of the regions they have, first to keep the development created from happening. accompanied by widening regional disparities (Castro & Costa, 2021).

The logic of market-oriented economic development needs to be balanced by taking into account the variables of inter-regional development inequality. The potential risk of widening development disparities between regions can actually be minimized with resilience because each region can freely maximize its regional potential, this is also supported by an economic and political decentralization system that gives more authority to regional/regional officials. However, resilience is not the final model of this development, this mechanism is only the first step towards sustainable development. This is a necessary first step because this mechanism can provide stimulation for the domestic and local markets and increase market productivity so as to further increase the potential and foreign investment (FDI).

Conclusion

The theory of resilience is very difficult to separate from the influence or presence of actors who are members of an increasingly integrated global market. As a first step towards more advanced development and market integration, aesthetically and globally, the presence of the government and its intervention through policy becomes an important variable. Resilience must be in a complementary relationship. The integration of domestic and global markets as one of the main components in the logic of this resilience theory needs to pay attention to the risks that can arise as a result of pursuing full hyperglobalization that we often encounter in today's development strategies. Resilience basically opens up new opportunities for the domestic market to expand its market in the global market. However, if this is not accompanied by previous strengthening and development of domestic potential, disaster will occur.

The model of resilience theory occupies an important place in the marketing and sales literature. Much research has focused on exploring the precursors to sales force motivation. According to the seller's motivation for pursuit and the resulting achievement is a function of the seller's efficiency or ability (compensation and financial incentives, psychological incentives, organizational and management factors) With increasing competition from day to day, more and

more companies are trying to differentiate themselves from others. In situations, the motivation of the salesperson plays a very important role. The motivation of the sales team was found in him. Impact on salespeople and organizational variables. This research aims to analyze the results of resilience of the SMEs actor from a salesperson's point of view. research first defines the framework used to organize the research and second to provide an overview.

Indonesia as a country that has also adopted a decentralized economic system and has also been affected by the Covid-19 economy must re-optimize decentralization so that its development is based in rural areas which are relatively stronger against economic shocks. On the other hand, this development model can also create a strong local economic base and produce micro, small and medium enterprises in international trade because each region is oriented towards developing its potential. Basically, if we reflect on the case of China, this development model is not the last model, but is the first step towards significant and sustainable economic development and growth and encourages the creation of post-Covid-19 economic recovery that has succeeded in providing a significant economic contraction.

Bibliographic analysis uncovers that few components will influence the connection between Entrepreneurship Resilience training and innovative goal like relevant elements (public approach, social climate, culture), a person's experience (character, family climate, loved ones support), and the activity of Entrepreneurship instruction (showing strategy, course setting). As far as close to home foundation, most explores centre around the person's sex. A few examinations dependent on the hypothesis of arranged conduct centre around the psychological parts of people.

In particular, this investigation examines the impact component of Entrepreneurship training on innovative goal from two ways of discernment and feeling; it summed up the social intellectual hypothesis and self-guideline hypothesis to show why Entrepreneurship Resilience instruction lifts understudies' Entrepreneurship Resilience expectation. As per social psychological hypothesis and self-guideline hypothesis, as an outside mediation, innovative instruction will unquestionably affect singular discernment and feeling, which thusly will create the relating Entrepreneurship result. In this way, when understudies see an undeniable degree of innovative instruction, they will in general have a significant degree of Entrepreneurship self-viability and energy, which further work on the Entrepreneurship Resilience expectation. This examination adds to the Entrepreneurship training writing by introducing a coordinated understanding of the relating research.

Third, this investigation broadens our comprehension of how Entrepreneurship Resilience expectation affected by collaboration and people's inspirational components during the cycle of Entrepreneurship instruction. The aftereffects of this investigation increment to consensus of business venture instruction examination and reactions to the call for more innovative training research in various viewpoints.

The impact component of innovative training proposed in this paper insists the significance of cooperation in the educational plan. Simultaneously, educators ought to develop understudies' Entrepreneurship the instructing interaction.

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