

HUMAN RESOURCE IMPROVEMENT in The Current ASEAN Economic Community (AEC) Through a Psychological Perspective

By SURAHMA MULASARI

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PROCEEDING



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Through a Psychological Perspective
August 8th, 2016, Muang, Songkhla, Thailand



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and Thaksin University



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**Human Resource Improvement in The Current ASEAN
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Perspective**

August 08th, 2016

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Jl. Kapas No. 9, Semaki, Yogyakarta, Indonesia

Phone +62 274 564 515

Fax +62 274 564 604

PREFACE

ASEAN has a new momentum for enhancing the nation competitiveness through mutual collaboration in any sectors. One of the important aspects is on education as a system to improve human resources quality. This joint international seminar on Human Resource Improvement In The Current ASEAN Economic Community (AEC) Through A Psychological Perspective as a part of manual cooperation between Universitas Ahmad Dahlan, Yogyakarta, Indonesia and Thaksin University, Songkhla, Thailand is intended to study any issues concerning with education and psychology especially on facing ASEAN Economic Community era.

These proceedings contain the results of a research presented at joint international seminar. Through this seminar, all participants and both universities can seek the possibilities of joint research or collaborative research especially education and psychology.

Thank you very much to all participants from Indonesia, Thailand, Sweden, Malaysia and Philippenes for your beneficial discussion and new perspective on education and psychology.

Songkhla, August 2016

Editor

TABLE OF CONTENTS

Cover || i

Preface || ii

Table of Contents || iii

The effectiveness of fun story to improve children's reading interest among members of the reading room community of roemah pelangi

Amiruddin || 1-14

30

The contribution of university in preparing human resources in the globalization era

Arini Widyowati || 15-22

Strategic leadership

Charas Atiwithayaporn || 23-28

Negative impacts of television display in attitude

Dewi Nurjannah, Kistiana Randika Putri Utami || 29-34

Adolescent views and hope about peaceful school: A narrative study in first grade high school student

Dody Hartanto, Ilfiandra, Sunaryo Kartadinata || 35-48

Problematic factor and solution to deal with asean economic community (AEC)

Eriza Rahma Nabella, Diah Arum Sasi, Yanatri Kurniawati || 49-56

1

Efficacy of entrepreneurship training on improving entrepreneurship motivation in the face of asean economic community (MEA)

Fatwa Tentama, Surahma Asti Mulasari, Desta Risky Kusuma || 57-66

The implementation and development soft skills strategy in the asean economic community (AEC) era

Hadi Suyono || 67-80

1
Guidance and counseling service to improve gold generation
Irvan Budhi Handaka, Devita Ayu Mei Dina || 81-88

Neo-liberalism and protectionism in the Philippine economy
Jehanie May A. Macasawang || 89-98

8
Collegial school leadership in Indonesian: Overcoming the problems to empower
teachers and staff
Jumintono || 99-112

Aggressiveness in adolescents
Kiki Rizki Aulia || 113-122

11
The implementation of the problem based learning to increase the pupils problem
solving skills in asean economic community (AEC)
Nindiya Eka Safitri, Agus Ria Kumara || 123-132

Morale
Nurulain Meesor || 133-142

The model of social media trends and its impact
R. Widya Henisaputri || 143-158

Descriptive study of development organizational culture senior high school model in
the current asean economic community (AEC).
Rellin Ayudya || 159-168

Education in Thailand for ASEAN
Rungchatchadaporn Vchachart || 169-176

33
School administrators' super leadership under the office of yala primary educational
service area 3
Rungchachadaporn Vahachart, Charas Atiwithayaporn, Johan Pador || 177-182

8
Mind mapping training: A strategy student's creativity development through group
counselingservices to improve human resource in the current asean economic
community (AEC)

Santi **Widiasari**, Caraka Putra **Bhakti** || 183-196

1
Validity and reliability of the scale of students' literacy skill

Siti **Urbayatun**, **Suyatno**, Ika **Maryani**, Caraka **Putra Bakti** || 197-206

Improving the quality of students in dealing with Asia economic community through
the thoughtful learning

Siti **Noor Hidayah** || 207-212

Improving the performance of learning science through a branched education
program for students in grade of elementary school

Siti **Syafikah Suhaidi**, Rellin **Ayudya** || 213-220

An independent in the early age

Sri **Supatmi** || 221-224

1
Analysis of the factors affecting the organizational commitment of educational staff

Sulistyawati, Fatwa **Tentama** || 225-232

Anxiety

Zanita **Maimahat** || 233-236

1
**EFFICACY OF ENTREPRENEURSHIP TRAINING ON
IMPROVING ENTREPRENEURSHIP MOTIVATION IN
THE FACE OF ASEAN ECONOMIC COMMUNITY (MEA)**

Fatwa Tentan¹ Surahma Asti Mulasari², Desta Risky Kusuma³

¹Faculty of Psychology, Ahmad Dahlan University, Indonesia

²Faculty of Public Health, Ahmad Dahlan University, Indonesia

³Faculty of Economics, Ahmad Dahlan University, Indonesia

¹fatwa.tentama@psy.uad.ac.id

²rahmasti_fkmud@yahoo.com

³kusuma.desta@gmail.com

ABSTRACT

The relatively low entrepreneurship motivation in the society by and large has contributed to the piling up agricultural waste which thus begets environmental pollution and disturbance. Despite the fact that agricultural waste is economically potential, the society merely poses inadequate entrepreneurship motivation to be able to turn the agricultural waste into a valuable supercarbon for instance. This research aims at knowing whether entrepreneurship training are fruitful to improve entrepreneurship motivation of farmers. The subject of the research is 40 farmers of Sumber Arum, Moyudan, Sleman. To extract sample, the researcher used non-randomized sampling technique. Meanwhile, the research plan is conducted with one group pre-test post-test design. To analyze data, the researcher applied paired samplet-test which lead to t value= -4,089 with p = 0,000 (p<0,01)). In other words, there is a considerable entrepreneurship motivation level between the one prior to training and the one after. The entrepreneurship motivation level after the training roughly accounted to 104, 73, slightly much higher than the one before which accounted to 91,38. Thus, it is appropriate to conclude that entrepreneurship training has significantly contributed to the improving entrepreneurship motivation of the farmers.

Keywords: entrepreneurship, motivation, agricultural waste

INTRODUCTION

Agricultural sector has a defining contribution to the national state revenue and employment level (Aprilianty, 2012). Abundant harvest will definitely ensure the prosperity of the people as well as the state. On the other hand, this benefit inevitably also leads to problematic escalating agricultural waste. Indonesia is well known to produce great amount of agricultural waste such as coconut shell waste, coco waste, empty fruit bunches of palm oil, straw, paddi husk, and corncob.

The primary reason behind the piling up agricultural waste is the relatively low motivation level of entrepreneurship among farmers to initiate measures of turning the agricultural waste into a highly valued product. This, given the condition,

it is considerable to acknowledge farmers with some skills and abilities to make the best use of agricultural waste so as to motivate entrepreneurship motivation among them.

The low entrepreneurship motivation level is owing to their desirability to remain in the comfort zone of farming without taking into account great chances in the surrounding, low creativity level, fear of trying, fear of failure, inability to trust their own skill, and their reluctance of making efforts. Thus, it is for sure that farmers should be induced with motivation in order to start building a business.

Louart presents motivation as a link between internal energy activation and the one distributed to building a business (Estay, Durrieu & Akhter, 2013). Riyanti (2003) articulates that entrepreneurship level is a strong technic within one self to prepare him/herself for work, to understand that entrepreneurship deals greatly with his/her own sake, so that they can devote more time and energy towards entrepreneurship activities independently and confidently by constantly thinking about the future and craving for high achievement in his field on the basis of his ability, strength, skill, and appropriate plan. Without all of these, it is impossible that farmers can learn and boost their creativity, let alone boost their productivity.

Entrepreneurship is inseparable from the community's economy. It can be a solution or a way out to reduce the number of unemployment. Entrepreneurship can possibly create new jobs, absorb employees or at least create job opportunities for oneself without being so dependent on others. No wonder, it turns out to be the backbone of development, since the success of development lies greatly in the hands of the entrepreneurs who can assist the government to open up job opportunities. In developed countries like the US and Japan, the majority of the population can encourage entrepreneurship and economic progress of the country. Drucker (1996) explains that the largest contributors to the American economy is not high-tech multi-scale companies, but the world of entrepreneurship that creates thousands of jobs. American economy lies on the concept of entrepreneurial economy, which is based entrepreneurial concept (Drucker, 1996). The essence of entrepreneurship is the ability to create something new and different through creative thinking and innovation (Suryana, 2003).

Turning waste to a useful product is a manifestation of creative thinking and innovative implementation that can be obtained through entrepreneurship training. Waste is unwanted and unused materials including, one of which from the agricultural sector (Dwivedi, Augur & Agrawal, 2014). Wastes from agricultural activities, food manufacturing process, died plants in the woods, household organic waste, and garbage is referred to as biomass plantations (Tembe, Adetogun & Agbidye, 2014). Most of the time, the waste is just buried on the ground and thus contaminate agricultural areas. It leads to potential risk for human well-being and disturbs the ecology (Olajedi & Oyetunji, 2013). Agricultural waste which is often referred to as biomass has the potential to be converted into alternative energy (Rohmah, Pikra and Salim, 2013). One solution to utilize waste biomass is by converting it into supercarbon (Francis, Akhijith, Alexander & Baby, 2014).

Superkarbon fuel is carbon in the form of briquettes produced from waste of organic materials and their derivatives which still contains a number of energy. The waste is processed so that it can be used as energy source for household and renewable industry (Kurniawan & Marsono, 2008). Supercarbon can be used as an alternative fuel to substitute the increasingly inaffordable and rare oil and gas in the household (Asmara & Igo, 2007).

Motivation is the prime major capital of supercarbon business. Only with motivation can farmers be encouraged to utilize agricultural waste into supercarbon. One of the possible ways of fostering entrepreneurship and increasing motivation is through the provision of entrepreneurial training.

There are a variety of literatures and researches in the field of entrepreneurship to boost entrepreneurship motivation through entrepreneurship training such as research from Shun Ching Horng (1998) and McClelland (1995). Through these experimental research, the researchers provide entrepreneurial training towards farmers to foster entrepreneurship motivation in utilizing agricultural waste, which can be adopted to farmers in the village of Sumberarum Moyudan subdistrict, Sleman.

The entrepreneurship training is conducted in six sessions that refers to the fulfillment of the motivational aspects of entrepreneurship by Meredith (Suryana, 2003), namely the ability to sense job opportunities, the ability to lead, the ability to be initiative and creative to innovate, the ability to work hard, the ability to encompass wider scope of vision and mission, as well as the ability to dare to take risks.

7 This study aims at determining the influence of entrepreneurship training in promoting entrepreneurship motivation on farmers in Sumberarum Moyudan, Sleman, Yogyakarta. From this research, it is expected that entrepreneurship training can provide entrepreneurial skills for farmers to grow and enhance the entrepreneurship motivation for supercarbon business in particular.

RESEARCH METHOD

Research Subject

The research involves 40 subjects who are selected through non-randomized sampling based on certain characteristics namely living in Sumber arum, male and female, working as famer, and unable to utilize agricultural waste for business.

Measurement

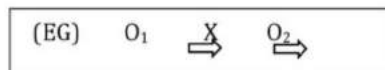
18 The scale used to measure entrepreneurship motivation refers to aspects of entrepreneurship compiled by Meredith (Suryana, 2003): the ability to sense job opportunities, the ability to lead, the ability to be initiative and creative to innovate, the ability to work hard, the ability to encompass wider scope of vision and mission, as well as the ability to dare to take risks.

Validity and Reliability of The Measurement

The fully completed items are selected based on the coefficient criteria of three total corrected correlation items (r_{xy}). The scale of entrepreneurship motivation is limited to 0.25 so that the item with higher index or equal to 0.25 deserves to be included in the research scale. The scale of entrepreneurship motivation research accounted for 36 valid and reliable items with total correlation coefficient items moving between 0.264 up to 0.313 and the reliability coefficient (Cronbach Alpha) of 0.904 which means that it is a valid and reliable tool to be used as a data collection tool in the study.

Research Plan

This is a pre experiment research type. The researcher applied one group pre-test post-test design, the experiment design using a group without a control group in which subjects are measured based on their behavior before (pretest) and after (post-test) given experimental treatments. The difference between pretest and post-test is assumed to be the effects of the experiment or treatment (Arikunto, 2010). Pretest informs the initial capability (initial position) of the subject prior to treatment or in this case is the proactive history of farmers. Constancy occurs because VT score is the score results of post test minus pretest result of each subject. In other words, the result will be the increase or decrease of VT after the training (Robinson in Seniati, L. et. al. 2011).



Explanation:

EG = Experiment Group
 O₁ = Pretest
 X = Training
 O₂ = Posttest

Research Tools and Materials

Tools or materials to be used in this research are:

1. Entrepreneurship motivation scale
2. Printing Tool of biocarbon briquette
3. Hand-outs of materials
4. Agricultural waste
5. Starch Glue
6. Pounder (mortar and pestle)
7. Training room
8. Audio visual equipments: laptop LCD, microphone, and speakers
9. Video
10. Camera

Experimental procedure

The initial stage of the research implementation is to test entrepreneurship motivation to get the valid and reliable research scale. The scale of entrepreneurship motivation test consisted of 36 items which were given to 40 subjects. Once it is completed, the data is analyzed by SPSS 17.0.

To begin with, the researcher distributed the prepared research scale (pretest) to the experiment group consisting of 40 subjects. After the pretest scale was given, the researcher conducted the entrepreneurship training. The whole session of the entrepreneurship training is illustrated below:

Session 1. Entrepreneurship. Subjects were taught the ability to sense business opportunities in the neighborhood, the ability to innovate and be creative to create higher value products.

Session 2. Making supercarbon from agricultural waste. To apply the creative skill, farmers learn how to process agricultural waste into supercarbon. Thus, they can recycle waste into new product with better quality and competitive economic value. Application of the creativity and skill of farmers in processing agricultural waste into superkarbon, can create new products that are better quality and able to compete.

Session 3. Utilization of supercarbon as an alternative fuel. This stage emphasizes on business product with high economic value because it provides many benefits in everyday life which motivate farmers to start up an independent business.

Session 4. Entrepreneurship Motivation. It is expected that once the farmers are able to make supercarbon and prove its benefits, they will work hard and turn themselves into a confident, tough, broad-minded entrepreneurs who are with a good vision of the future, have leadership skill, the ability to move, and responsibility for improving their business.

Session 5. The establishment and development of supercarbon business units. This session consists of four stages, namely the extension of the economic benefits of supercarbon business, counseling about the pioneering of new business units and business capital resources, counseling and practice regarding the financial administrative records (accounting) and training on supercarbon packaging. These stages are expected to motivate farmers to start supercarbon business.

Session 6. Data acquisition of post test scale and internal monitoring and evaluation by research team. Researchers reexamine the subjects' entrepreneurship motivation to scale entrepreneurship motivation after the training and monitor and evaluate the development of the subject.

Data Analysis

To analyze data, the researcher used parametric statistical methods. Meanwhile, the mechanical analysis was conducted with t-test that is paired sample t-test. Paired sample t-test was used to determine whether there is a difference between the level of entrepreneurship motivation before and after treatment in the

experimental group. The entire computing data is performed with SPSS 17:00 for Windows.

RESULT

Normality Test

On the basis of normality test result, it is revealed that the significant (2-tailed) pretest is 0.228 and posttest is 0.716 with $p > 0.05$. This means that each data is normally distributed and that there is no difference between the distribution of sample scores and population score used to represent the population.

Hypothesis testing

The results of t-test analysis is paired sample t-test of the experimental group which leads to the value of $t = -4.089$, $p = 0.000$ ($p < 0.01$). This means that there is a very significant result since there are differences in entrepreneurship motivation between the one before and after the training. The level of entrepreneurship motivation after the training is much higher than before the training with pretest average score = 91.38 and posttest average score = 104.73. The results thus justify research hypothesis stating that entrepreneurship training enhances entrepreneurship motivation of farmers.

DISCUSSION

The analysis of the t-test paired sample t-test reveals that there is a significant difference of entrepreneurship motivation between the one before and after the training. The level of entrepreneurship motivation after the training is much higher than that before the training. This indicates that the provision of entrepreneurial training greatly affects entrepreneurship motivation in the form of the ability to sense business opportunities, initiatives to innovate and be creative, the drive to work hard, the overview in achieving goals, the ability to direct, to move, and to be responsible for improving the business and willingness to take risks.

The results support previous entrepreneurship studies in increasing entrepreneurship motivation. Shun Ching Horng research (1998) indicates that entrepreneurship training can increase the ability and motivation of entrepreneurs to play a role in the success of their performance. McClelland (1995) argued that entrepreneurship training is the foundation to cultivate the entrepreneurial characteristics, improve entrepreneurship ability, and motivation.

Entrepreneurship training have an influence on increasing the knowledge and skills of farmers to use agricultural waste which ultimately will motivate them to become entrepreneurs. People armed with knowledge and skills of entrepreneurship are expected to have greater self-confidence, initiative, and creativity greater than those untrained. Knowledge and skills are also improving farmer's knowledge about

business opportunities in the surrounding environment so as to enhance the entrepreneurship motivation.

The considerable effect of entrepreneurship training in enhancing entrepreneurship motivation is supported by environmental conditions of Sumberarum community who mostly work as farmers. Land fertility with abundant crops and plentiful agricultural waste materials within reach and with affordable cost are some factors to take into consideration before they decide to choose supercarbon line of business. This is in line with the theory articulating that entrepreneurship process will take place and will be reinforced by the presence of other conditions such as environmental factors. Research by Appiah (1999) and Luke, Justin & Thomas (2001), shows that business environment indirectly affects business performance. In the same view, Peter (1995) also highlights that the ability, motivation, and business environment are central in determining the success of business performance.

Additionally, entrepreneurship training can effectively enhance the entrepreneurship motivation when the entire training principles are well absorbed and appropriately applied. Basically, the principle of this training provides a wide range of knowledge and skills needed by farmers to raise awareness of the importance of entrepreneurship by utilizing agricultural waste.

Meanwhile, the selected training methods and tools which are simple and easy to follow by the farmers as well as the comfortable and peaceful condition of the study subjects are some supporting factors that influence the effectiveness of entrepreneurship training. The participant evaluation reveals that overall, the presenters are capable of conveying easily absorbed materials effectively enabling participants to understand what is being delivered. The presenters have a defining role to determine the success and effectiveness of the training (Ancok 2007, As'adi, 2009).

Despite the efficacy of the entrepreneurship training on the enhancement of farmers' entrepreneurship motivation, this research is not free from several shortcomings (1) The absence of a control group begets research biased and low level of validity. (2) Time limit of the research deters researchers from performing optimal research training as previously planned (3) Time constraints also impede researchers to conduct follow-up to measure the effects of entrepreneurship training in the long term.

CONCLUSION

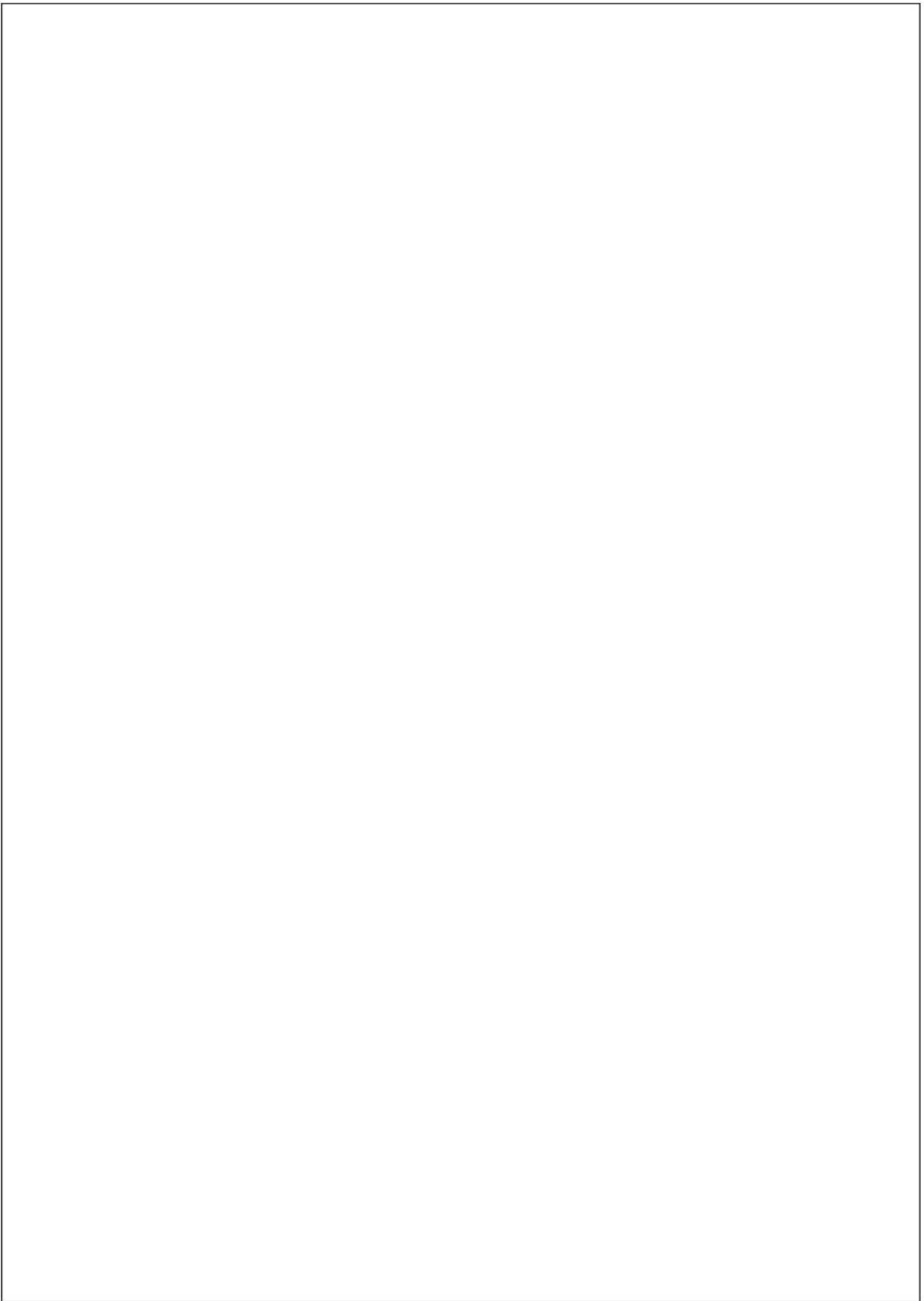
To put it in brief, the research analysis illustrates that there is a significant influence of entrepreneurship training on entrepreneurship motivation of the farmers as shown by the difference between the level of entrepreneurship motivation before and after training in the experimental group.

For the future betterment, the researchers come up with some suggestions as follows: entrepreneurship training is highly recommended as one of the alternative

methods for farmers empowerment to realize entrepreneurial behavior since it can help boosting entrepreneurship motivation. Therefore, in case other subsequent researchers are interested to delve in the same research topic, it is recommended that they use a control group for comparison and follow-up measurement.

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