

THE RELATIONSHIP BETWEEN RESILIENCE AND ENTREPRENEURIAL ATTITUDE OF UNIVERSITY STUDENTS IN SEMARANG

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Abstract: A student's life skills to be an entrepreneur are challenging when starting a new business. It takes resilience to adapt and an attitude of responding to difficulties for education graduates to have additional entrepreneurial competencies. The life skills needed follow the vision of Ivet Semarang University, namely technopreneurship university. This research aimed to determine the relationship between resilience and students' entrepreneurial attitudes. This study uses a quantitative approach with ex post facto research methods. Sampling was carried out incidentally using a simple linear regression analysis method. The results show that (1) the resilience level of students can develop a positive adaptive attitude that allows them to be entrepreneurs because there is a positive relationship, (2) the results from the individual dimension, indicator from the highest percentage of individual personal skills shows the high category 19%, (3) results from the indicator with the highest future-oriented percentage of 19%, (4) based on the significance value (2 tailed) output in table $0.000 < 0.05$ means that there is a significant relationship between resilience and entrepreneurial attitude. The implication is important for individuals with high resilience abilities to become solid individuals and role models and have resilience in dealing with problems in entrepreneurship.

Keywords: resilience, entrepreneurial attitude, students, relationships, ex post facto research

Abstrak: Kecakapan hidup seorang mahasiswa untuk menjadi wirausahawan adalah tantangan dalam memulai sebuah usaha baru, diperlukan ketahanan untuk beradaptasi dan sikap merespons kesulitan bagi para sarjana pendidikan untuk memiliki kompetensi tambahan kewirausahaan. Hal tersebut sesuai dengan visi universitas ivet semarang yaitu sebagai universitas technopreneurship. Tujuan dari penelitian ini adalah untuk mengetahui hubungan antara resiliensi dengan sikap kewirausahaan mahasiswa. Penelitian ini menggunakan pendekatan kuantitatif dengan metode penelitian ex post facto. Pengambilan sampel dilakukan secara insidental dengan metode analisis regresi linear sederhana. Hasil penelitian menunjukkan bahwa (1) tingkat resiliensi mahasiswa mampu mengembangkan sikap adaptif positif yang memungkinkan mereka menjadi wirausaha karena ada hubungan positif antara keduanya, (2) hasil tingkat resiliensi dari dimensi individu, indikator dengan persentase keterampilan pribadi individu tertinggi menunjukkan kategori tinggi sebesar 19%, (3) hasil tingkat sikap kewirausahaan dari indikator dengan persentase berorientasi masa depan tertinggi sebesar 19%, dan (4) berdasarkan nilai signifikansi (2 tailed) output pada tabel $0,000 < 0,05$ artinya terdapat hubungan yang signifikan antara resiliensi dengan sikap kewirausahaan. Implikasi dari penelitian ini adalah penting bagi individu yang memiliki kemampuan resiliensi tinggi untuk menjadi individu yang tangguh, menjadi panutan dan memiliki resiliensi dalam menghadapi permasalahan dalam berwirausaha.

Kata kunci: resiliensi, sikap kewirausahaan, mahasiswa, hubungan, penelitian ex post facto

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INTRODUCTION

In Indonesia, in the industrial era 4.0, the government has placed five sectors as the leading sectors in the Making Indonesia 4.0 program (Mubyarto dan Sohibien, 2019). These sectors include the food, chemical, automotive, textile, and electronics sectors. Entrepreneurship is significant in the global economy and helps increase income, productivity, and employment.

In many developing nations, entrepreneurial activity significantly drives poverty reduction, wealth and job creation, export earnings, income redistribution, and future inequality reduction. Indonesia has 3.1% entrepreneurs in the total population of Indonesia, which should be sufficient and can make Indonesia prosperous (Ministry of Cooperatives and SMEs RI, 2017). However, unemployment in Indonesia from 2016-2017 increased by 10 thousand people, from 7.03 million to 7.04 million people (BPS, 2018). The data on the increase in the number of unemployed prove that the Indonesian population is not prosperous, so it is not enough to meet the minimum needs. The data above concludes that Indonesia needs to produce more entrepreneurs in the hope that employment opportunities can be more comprehensive and the number of unemployed can be suppressed.

Indonesia has a reasonably large population of young people because about half of the total population of Indonesia is under 30 years old (BPS, 2020). One of Indonesia's features is that the unemployment rate for young employees, defined as those between the ages of 15 and 24, is relatively high and significantly higher than the country's average (BPS, 2020). Students who have just graduated from higher education have difficulty finding work in the national job market. The higher the education level, the lower the participation in the Indonesian workforce (BPS, 2019). However, there has been a change in trend in recent years: the share of higher education certificate holders is increasing, and the share of primary education certificate holders is decreasing. Entrepreneurship is one of the best career choices in a challenging work environment. However, not all final students and university graduates are interested in entrepreneurship and creating jobs. Various aspects, both internal and external, influence it. Entrepreneurial intention itself can predict entrepreneurial behavior well. There is also a direct and significant influence between

entrepreneurial attitudes and contextual environment on entrepreneurial intentions (Murniawaty, 2022). In other words, increased entrepreneurial intentions will also likely increase entrepreneurial activity. If universities ensure specific knowledge and inspiration regarding business, the tendency of young people to become entrepreneurs will increase.

In addition, entrepreneurship is also a process that requires several competencies and abilities that influence a person's behavior to be flexible and creative in dealing with change. Among these competencies, in this very complex and challenging environment, resilience is in the basics of entrepreneurial competencies (Stumpf and Tymon, 2001). Thus, individuals with high resilience abilities must become strong individuals, can be role models and have resilience in dealing with life problems. It aligns with Azzahra (2017) and Yi et al. (2020) research, stating that it is pretty important to have resilience for students. Psychological factors of prospective entrepreneurs are also essential to consider, for an approach is carried out through a psychological capital approach. Psychological capital itself is an approach to optimize the potential possessed by individuals consisting of HERO, namely: Hope, Self-efficacy (self-confidence), resilience (self-resistance), and optimism (optimism) (Luthans, Youssef & Avolio, 2007). When an individual builds psychological resources, they tend to form mental resilience by building and expanding their psychic resources (Fredrickson, 2001).

Resilience is one of the constructs that has received less attention in entrepreneurial literature. The resilience or resilience of an individual in overcoming life's problems appears when the individual faces various problems. An individual can be vulnerable to problems that are simple problems for others. Individuals with high resilience are needed to overcome various life problems and show performance achievements. Resilience is the ability to successfully use internal and external resources to solve problems despite facing significant problems (Lukito, 2018). Resilience is defined by Hayward, Foster, Sarasvathy, and Fredrickson (2010) as a successful response to hardship. Resilience has been discussed as a suitable sign of entrepreneurial success in the early phases of a business when financial metrics are absent or inappropriate, according to Markman, Phan, Balkin, and Gianiodis (2005).

Resilience research is crucial because it is the success key of all entrepreneurs. It is also supported by many researchers, such as Hayward et al. (2010) and Baron and Markman (2003), who state that entrepreneurial success and performance are a function of resilience. A study conducted by Ayala and Manzano (2014) found a positive relationship between entrepreneurial resilience and company growth, so someone with a positive attitude has high opportunities and confidence to start a new business (Anjum et al. 2021). Psychological capital itself is still relatively new, proposed by Luthans (2004) to research the effectiveness and application of positive psychological resources in the workplace. These psychological factors are important because if an individual only has the intention, but when he has succeeded in becoming an entrepreneur, he can survive and act in making entrepreneurial decisions.

Resilience (flexibility) is the ability to survive and rise (Krisnayana et al. 2014; Dynes, 2003; Furedi, 2007; Wessely, 2005, Freitas and Downey, 2008; Drury et al. 2009), while performance is a person's level of success in carrying out tasks in a certain period (Rivai and Basri, 2005; Suswardji et al. 2012) as stated by Farhan (2012) that there is a real influence of hope, optimism and resilience. Resilience has gotten little attention in the entrepreneurship literature (Bullough & Renko, 2013, Hussels et al. 2014, Kordnaeij & Ebrahimi, 2015) despite being crucial to entrepreneurial outcomes (Abiola & Udofia, 2011; Imran et al. 2018a; Imran et al. 2018b). Therefore, developing and enhancing student capacity in entrepreneurship requires entrepreneurial resilience as well as potential components like situational factors (for example, social capital) and specific behaviors (for example, dedication) (Duchek, 2018). Research on the impact of resilience is necessary to understand the role that Ivet University FKIP students' capacity to rise above life's difficulties and perform well when carrying out their primary responsibilities. Therefore, this study aims to ascertain how resilience and student entrepreneurial views are related.

De Jong & Den Hartog (2007) in Santoro et al. (2018) argue that business resilience can affect individual resilience in organizational tenacity triggering business growth and business success, where a person's attitude dramatically influences the people who work with him. So several authors have proposed that resilience is a factor underlying success in business management (Silalahi, 2021). Maimun (2022), in his research, shows that entrepreneurial characteristics significantly

affect resilience. Most research analyzing resilience (i.e., Brewton et al. 2010; Pal et al. 2014) focuses on ongoing entrepreneurial behavior, specifically how entrepreneurs capitalize on weak resources and whether their entrepreneurial attitudes support them in changing adversity into opportunities (Conz et al. 2023). This research is supported by the research of Giones et al. (2020) on exploring how today's entrepreneurs balance resilience and act entrepreneurially. Conz et al. (2023) also suggested that further research could uncover the dynamics of entrepreneurial attitudes that determine resilience responses. Future studies might also explore how independent variables influence the relationship between resilience and entrepreneurial attitudes. Previous studies have explained that perceptions of resources (Williams & Shepherd, 2016) and understandings of resilience (Conz et al. 2020) influence how entrepreneurs respond to crises. Based on this, this study aimed to determine the relationship between resilience and students' entrepreneurial attitudes.

METHODS

This study uses a quantitative approach using ex post facto research methods. The ex post facto research which is an ideal type of social research (Simon and Goes, 2013). According to Kerlinger (Simon and Goes, 2013) ex post facto research is systematic research that finds possible linkages through events that have occurred, independent variables cannot be controlled directly because these events have occurred, treatment or treatment was not carried out when the event occurred. so that this research is separate from experimental research. This research was conducted on students of Ivet University Semarang located on Jl. Pawiyatan Luhur IV No. 16, Bendan Duwur, Kec. Gajahmungkur, Semarang City, in March-November 2019. Data sources were obtained from primary data which was carried out by distributing questionnaires.

Population is the entire field of study, having an infinite quantity in a given period of time. Students from Ivet University in Semarang made up the study's population. The sample, according to Sugiyono (2009), reflects the size and features of the population. The Ivet University in Semarang's Faculty of Teacher Training and Education students will serve as the sample population. The Faculty of Teacher Training and Education was chosen because these students are considered to have

more knowledge needed if they want to become entrepreneurs. A prospective teacher must also have the ability or mental attitude of entrepreneurship as a life skill that can inspire and teach students, so that FKIP students are equipped with basic and advanced entrepreneurial competencies (technopreneurship) and mental readiness as job creators according to the field of study and interests. Sampling was carried out using incidental sampling technique or incidental sampling, taking respondents as samples based on chance, namely anyone who coincidentally met and was suitable as a source of data or samples that were easy to find.

The sample calculation is based on a formula which is a popular sampling formula often used in survey research. Based on the Slovin formula, the study population has a size of 1400 units, and the researchers set an error tolerance range of 10%, so that a sample size of 90.5 can be determined. Data analysis to describe the relationship between the level of resilience and the entrepreneurial attitude of FKIP students at Ivet University Semarang. Activities in data analysis are grouping data based on variables and types of respondents, tabulating data based on variables from all respondents, presenting data for each variable studied, performing calculations to answer the problem formulation, and performing calculations to test the hypotheses that have been proposed. The calculation method for data analysis uses the SPSS tool.

The variables studied were resilience and student attitudes. Resilience is the ability to adapt to life's difficulties through emotional control and adaptive interaction with the environment which is characterized by the presence of individual dimensions, relationships with caring, context/sense of belonging in FKIP students at Ivet University Semarang. Entrepreneurial attitude is a person's attitude which is reflected in behavior (ie the desire to become an entrepreneur), support from the surrounding environment for this attitude, and one's perception of what control will be achieved in carrying out this behavior.

Research conducted by Mangundjaya (2009) shows that resilience has a positive relationship and is in the same direction as entrepreneurial intention. Based on the above explanation, resilience is suspected to have a positive relationship with entrepreneurial intention. Based on this, the research hypothesis is obtained that resilience has a positive relationship with entrepreneurial intentions, as shown in Figure 1. The

resilience of business actors is very important because actors through cognitive processes can positively face challenges, setbacks, and create new businesses to remain successful and survive, so that resilience in entrepreneurship can be taught in entrepreneurship education. (Awotoye and Robert, 2017). Research is in line which explains that there is a positive relationship between entrepreneurial resilience and business success (Hayward et al. 2010).

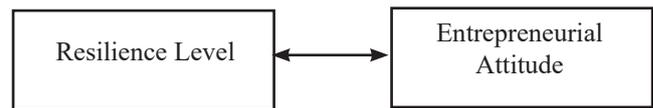


Figure 1. Research scheme

RESULTS

Based on the results of the study, it was known that the student population of Ivet University FKIP Semarang was 993 students (as of November 2019). The number of students was then analyzed based on sample criteria. The results obtained were 135 students who met the research sample criteria. Table 1 shows that most of the respondents were dominated by the female sex, as much as 77% (104 people), while male respondents were 23% (31 people). The number of respondents based on the majors in Table 2 is PAUD 36% (48 people), BK majors 22% (30 people), economics education majors 29% (39 people), geography education 7% (9 people), PPKN 5% (7 people). History education is only 1% (2 people). In addition, Table 3 shows that the number of respondents based on college-level was dominated by level 5, 34% (46 people), level 3, and 29% (39 people). Level 1 was 26% (35 people), and level 7 respondents were 11%. (15 people).

Hypothesis testing was carried out using the Pearson bivariate correlation test. Correlation test is used to test how far the relationship between exogenous variables (level of resilience) and endogenous variables (entrepreneurial attitudes).

The output between resilience and entrepreneurial attitude in Table 4 shows the correlation test results in $0.000 < 0.05$ based on the significance value (2-tailed), meaning there is a substantial correlation between the two variables. On the other hand, Table 4 shows that the calculated r-value is 0.501 based on the estimated r-value (Pearson correlation). While the r table utilized

in this study for the significance level is 10% of 0.14, this means that $0.501 > r$ table 0.14. Therefore, it may be inferred that the entrepreneurial mindset variable and the resilience variable are related or correlated. The calculated R, or Pearson correlations, in this research are positive, indicating a positive association between the two variables. Thus, if resilience rises, the Ivet University FKIP students' entrepreneurial attitudes will rise as well. Therefore, the hypothesis which states that "the higher the resilience of students, the higher their entrepreneurial attitude" is accepted.

Table 1. Description of respondents by gender

Gender	Frequency	Percentage
Male	31	23%
Female	104	77%
Quantity	135	100%

Table 2. Description of respondents by major

Department	Number of Students	Percentage
Early Childhood Education	48	36%
Guidance and Counseling	30	22%
Economic Education	39	29%
History Education	2	1%
Geography Education	9	7%
Citizenship Education	7	5%
Quantity	135	100%

Table 3. Description of respondents by level

Level	Number of Students	Percentage
1	35	26%
3	39	29%
5	46	34%
7	15	11%
Quantity	135	100%

Table 4. Correlation test results

		Resilience	Entrepreneurial Attitude
Resilience	Pearson Correlation	1	0.501**
	Sig. (2-tailed)		0.000
	N	135	135
Entrepreneurial Attitude	Pearson Correlation	0.501**	1
	Sig. (2-tailed)	0.000	
	N	135	135

** . Correlation is significant at the 0.01 level (2-tailed).

Resilience is something that needs to be examined in relation to entrepreneurial attitudes. This is because we want students not only to graduate as prospective educators, but also to have additional competencies as prospective young entrepreneurs who are mentally prepared as job creators in accordance with their fields of study and student interests. Therefore students need to develop a positive adaptive attitude that allows them to continue learning despite obstacles and difficulties. A positive adaptive attitude is called resilience (Lee and Wilder, 2008). Therefore, it is obtained from the results of research that has been conducted that the level of resilience of FKIP Ivet University Semarang students in terms of individual dimensions, the indicator with the highest percentage of individual personal skills shows the high category, namely 19%, while the category is very high on the context/sense of belonging dimension, the spiritual indicator is 10%. The lowest percentage is 4% on the context/sense of belonging dimension, a cultural indicator with high criteria.

Resilience can be defined as the ability to adapt positively to life problems or maintain mental health in the face of life's stresses (Herman et al. 2011; Bonanno, 2004; Klohn, 1996; Meichenbaum, 2014). It also trains the mind so that it can bring up harmonious thoughts which will provide mental health and happiness in dealing with life's problems (Juniartha & Anjani, 2021). Embury and Saklofske (2013) state the notion of resilience as a dynamic process of development that involves the interaction of a person's nature with environmental conditions and emotional control. This has something to do with the entrepreneurial attitude variable where entrepreneurship requires a strong level of individual resilience and is able to adapt and solve problems. In line with Amalia (2020) that entrepreneurial attitudes influence entrepreneurial behavior so it really needs attention.

This proportion aligns with Grotberg's opinion (1995) that resilience is a universal ability that allows individuals, groups, or communities to avoid, reduce or overcome the negative impacts of difficulties faced as educators and additional competencies as novice entrepreneurs. According to Waxman et al. (2003) in (Goodall, 2015), resilience allows one to deal with challenging situations. Resilience and entrepreneurial resilience are vital because it is the human ability to face, overcome, and be strengthened by or even changed by problems in life (Grotberg, 1995; Ayala & Manzano, 2014; Fatoki, 2018; Ignat & Constantin,

2020) as well as situations that uncertainty that creates conditions of discomfort, high stress, fatigue, and psychological disturbances, so that to overcome these conditions entrepreneurial resilience skills are needed in entrepreneurs (Portuguez Castro & Gómez Zermeño, 2020).

Situations that have a negative impact or cause a person to quit, allow them to identify and use their adaptability. Therefore, it is necessary to use indicators to measure the level of resilience as a detector for the causes of the high resilience of FKIP students. The results of the research conducted by researchers obtained per indicator, including: culture 4%, education 15%, spiritual 10%, psychological care 15%, physical care 18%, individual social skills 10%, individual peer support 9%, and personal skills individual 19%. In general, resilience describes a series of qualities that encourage successful adaptation and transformation processes regardless of the risks and difficulties in the career field undertaken.

The results of the resilience level of FKIP students at Ivet University Semarang are seen from three dimensions, namely individual, relationship with care givers, and context/sense of belonging, it is explained that the context/sense of belonging dimension is the highest of the other two dimensions (individual and relationship with care givers). Anxiety is meant here a feeling of tension, anxiety, or fear that interferes with performance, so that resilience allows a person to overcome obstacles in learning. So the spiritual level is more emphasized to overcome existing anxiety, the higher the level of spiritual resilience of students, the higher the level of student resilience to become prospective educators who have additional competencies that are pressured to become young entrepreneurs according to their field of study or interests. Religious indicators play a role in individual resilience, culture and religion carry various values, rituals, and practices that help individuals deal with adversity, whether predictable or unpredictable. This is in line with Wilder and Lee (2010) which states that if someone is involved, struggling through problems, dealing with obstacles, misunderstandings and working on ideas, then they need resilience. On the other hand, Ariyanto (2017) states that resilience can be developed in prospective teachers through problem-based learning with certain assignments that guide prospective teacher students to be resilient. The results of the study on the entrepreneurial attitude variable of Ivet University FKIP students in the indicator with the

highest percentage (future-oriented) of 19%. While the category is quite in the originality indicator with a percentage of 8% including the lowest percentage compared to other indicators in the role of detecting the level of entrepreneurial attitude of FKIP students, Ivet University Semarang. Based on the significance value (2 tailed) the output in the results table between resilience and entrepreneurial attitude shows $0.000 < 0.05$, which means there is a significant correlation between resilience and entrepreneurial attitude.

On the other hand, based on the calculated r value (pearson correlations), it is known that the r count is 0.501. While the r table for the level of significance used in this study is 10% of 0.14, so that it is obtained $0.501 > r$ table 0.14. Therefore, it is possible to draw the conclusion that there is a connection or correlation between the resilience variable and the entrepreneurial attitude variable. According to the measured R or Pearson correlations in this analysis, the association between the two variables is positive, or in other words, as resilience rises, the FKIP students at Ivet University will also exhibit a more entrepreneurial mentality.

Implication Managerial

This study indirectly explains that several things can be evaluated for FKIP students. First, this study suggests that students have additional competencies, namely entrepreneurial skills, by broadening their horizons and honing business skills. Students can maintain their ability in entrepreneurship so that they can adapt and solve all problems. On the other hand, this research is used as literature to understand the ins and outs of students' resilience and entrepreneurial attitudes. Competition in the world of work is getting tougher and requires the development of skills and innovation of competitive business ideas.

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

Students' resilience levels can develop a positive adaptive attitude that allows them to become entrepreneurs because of a positive relationship between the two. The results of the resilience level of FKIP students at Ivet University Semarang are seen from the individual dimension. The indicator with the highest percentage of individual personal skills shows a

high category of 19%. The results of the entrepreneurial attitude of FKIP students at Ivet University Semarang are seen from the indicator, with the highest percentage being future-oriented at 19%. Based on the significance value (2-tailed), the output in the results table between resilience and entrepreneurial attitude shows $0.000 < 0.05$, which means there is a significant correlation between resilience and entrepreneurial attitude. The results of this study imply that students can maintain their ability in entrepreneurship so that they can adapt and solve all problems. On the other hand, this research is used as literature to understand the ins and outs of students' resilience and entrepreneurial attitudes.

Recommendations

Suggestions for further research are that the basic capital of graduate resilience needs to be improved so that graduates have self-confidence, are tenacious and resilient, and have a creative and innovative attitude in facing the future, especially in the entrepreneurial profession. Future research is expected to increase the number of samples required, considering a sampling strategy that meets the criteria. Suggestions for tertiary institutions are that students need mental preparation, knowledge, and skills to face the challenges of the world of work, which are realistic and complex; with strong instilled resilience in students and an excellent entrepreneurial attitude, they can create job opportunities for others amid problems in the world of work at the moment.

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