

Professionalism and Entrepreneurial Motivation Correlation with Economic Growth in East Nusa Tenggara

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Abstract

The purpose of this research is to investigate the correlation between entrepreneurship professionalism and motivation with economic growth in East Nusa Tenggara (NTT). The research methodology employed a descriptive quantitative research method with a population of 50 entrepreneurs, who were also the research sample (saturated sample), located in Manggarai, NTT. The researcher analyzed the correlation between entrepreneurship professionalism and motivation with economic growth in NTT using the product-moment correlation method. Data collection was conducted through literature review and distributing questionnaires to entrepreneurs in Manggarai, NTT. The results of this study indicate a positive correlation between entrepreneurship professionalism and motivation with economic growth in NTT at 3.01%. The analysis score shows that the significance value between entrepreneurship professionalism and economic growth in NTT is 0.003, which is less than the significance level of 0.05. This means that the higher the level of entrepreneurship professionalism in NTT, the greater the possibility of economic growth in the region. Additionally, the results of the test also demonstrate a significant correlation between entrepreneurship motivation and economic growth in Manggarai, NTT, with a significance value of 0.002, which is also less than the significance level of 0.05.

Keyword: Professionalism, motivation, economic growth of NTT.

INTRODUCTION

In the current era of globalization, challenges and competition are increasingly high and complex. One of the social problems that is the main focus is the problem of employment. The quality of human resources and relatively low labor productivity are the main causes of high unemployment rates. This problem is very concerning because it can cause significant social impacts such as poverty, decreased community welfare, and various other problems. (Amadea & Riana, 2020). The number of available jobs and job seekers who do not match the qualifications and skills needed are other factors that contribute to the high unemployment rate. This occurs due to the lack of coordination and synergy between educational institutions and industries that require workers. Many graduates find it difficult to get jobs because of the lack of skills and practical experience they have. (Budi & Hairunisa, 2020).

To overcome the problem of unemployment, efforts need to be made to improve the quality of human resources and labor productivity. One solution that can be done is by

becoming an entrepreneur. Entrepreneurship is an activity carried out by individuals or groups with the aim of building a new business and producing products or services that have economic value. In becoming an entrepreneur, a person can develop their potential and creativity to create new jobs and improve the quality of the products or services offered.(Fahmi, 2012). One of the advantages of entrepreneurship is that it provides freedom and flexibility in managing work hours. An entrepreneur can set a work schedule according to his/her personal needs and desires. This is different from working in a company, where a person must follow the specified working hours. In addition, entrepreneurship also provides an opportunity for someone to develop skills and experience in various fields such as management, marketing, and finance.(Fahrurrozi et al., 2020).

In addition to providing benefits to individuals, entrepreneurship can also help the government to reduce unemployment and accelerate economic growth. In entrepreneurship, a person can create new jobs and contribute to increasing community income. In addition, with the development of the business they own, entrepreneurs can employ new workers who can help increase productivity and the quality of products or services offered.(Hafizah et al., 2019). To become a successful entrepreneur, adequate skills and knowledge are needed in managing a business. Therefore, support and training from the government and private sector are very important in preparing prospective entrepreneurs. The government can provide facilities and technical guidance for prospective entrepreneurs, such as management training, financial planning, and marketing. In addition, the private sector can provide capital assistance or partnerships in business development. With this support and training, prospective entrepreneurs can be more prepared and confident to start a business and produce quality products or services.(Istiqomah, 2008).

In addition, it is also important to pay attention to environmental factors in entrepreneurship. A conducive environment can help entrepreneurs in starting and developing a business. The government can create a supportive environment by providing easy access to markets, infrastructure, and clear and non-burdensome regulations. In addition, the government can also create partnership programs between entrepreneurs and large companies to help develop businesses and access wider markets.(Treasure, 2016). In developing a business, it is also important to pay attention to sustainability factors. Sustainable businesses can survive in the long term and provide benefits not only to business owners, but also to the community and the surrounding environment. This can be achieved by paying attention to social, environmental, and economic aspects in business development.(Kusumaningrum & Yuhan, 2019).

In conclusion, entrepreneurship can be a solution to overcome unemployment problems and improve the quality of human resources and labor productivity. Entrepreneurship can provide benefits for individuals, governments, and society as a whole. Therefore, efforts need to be made to increase support and training for prospective entrepreneurs and create a conducive and sustainable environment in business development. Thus, it is hoped that more and quality jobs can be created, as well as better and more sustainable economic growth.(Leolmin, 2021). Entrepreneurship is an activity that is becoming increasingly important in the era of globalization, especially because the growth of entrepreneurship can help create jobs for the community and reduce unemployment rates. This statement is supported by research(Luaylik et al., 2022)which states that entrepreneurship has become

something important for every country since the era of globalization, and (Lubis, 2021) which states that entrepreneurial growth is important for a country's economy.

In a competitive environment and with limited job opportunities, higher levels of entrepreneurship are becoming essential to achieving personal goals and economic growth. Factors such as increasing access to technology and information, increased support from governments and financial institutions, and changes in the culture and values of societies towards entrepreneurship are further driving the growth of entrepreneurship in various countries. (Marfuah, 2021). Increasing entrepreneurship can have a positive impact on a country's economy. First, entrepreneurial activities can help create jobs for the community which in turn can reduce unemployment rates. Entrepreneurship can also increase productivity and innovation, because entrepreneurs usually have creative visions and ideas that can bring change to various industries. (Kusumaningrum & Yuhan, 2019).

In addition, the growth of entrepreneurship can bring benefits to the economy as a whole. Successful entrepreneurs can bring changes in the market and create new business opportunities that can increase the economic competitiveness of a country. This is evident from the many successful entrepreneurs in various developed countries, such as the United States and Japan. (Rachmawati & Subroto, 2022). In an effort to strengthen the entrepreneurial sector, the government and financial institutions can provide support and assistance to entrepreneurs. This can be done through various policies and programs, such as training and guidance for prospective entrepreneurs, loans and financial facilities, and support for research and development of new products.

According to (Riswati et al., 2019) Although entrepreneurship has positive impacts, there are also some challenges that need to be overcome. For example, the risks and uncertainties in running a business, the difficulty of obtaining initial capital, and regulatory and bureaucratic issues related to entrepreneurship. Therefore, there needs to be continuous efforts to develop and strengthen the entrepreneurship sector so that it can provide greater benefits to society and the economy as a whole. The government can provide support through various programs and policies, such as training and guidance for prospective entrepreneurs, financial facilities and access to initial capital, and support for research and development of new products. In addition, financial institutions can also play an important role in strengthening the entrepreneurship sector by providing various financial products that suit the needs of entrepreneurs, such as business loans, venture capital, and consulting services.

However, in addition to support from the government and financial institutions, entrepreneurial success also depends on the ability of entrepreneurs to overcome existing challenges and risks. Therefore, entrepreneurs need to acquire sufficient knowledge and skills, such as financial management, risk management, marketing, and product development. (Romanto & Hidayah, 2020). In an increasingly complex era of globalization, entrepreneurship is becoming increasingly important as a source of economic growth and reducing unemployment rates in various countries. However, to achieve these goals, cooperation and support from various parties are needed, including the government, financial institutions, and entrepreneurs themselves. With the right support, entrepreneurship can be one of the keys to achieving more sustainable and inclusive development goals in various countries around the world.

Entrepreneurial intentions can start from various backgrounds and conditions of a person. One of the backgrounds that often triggers starting an entrepreneurship is the inability

to obtain adequate permanent employment or even unemployment. People who are in this condition often feel pressured and look for other alternatives to earn income. In addition, there are also those who start entrepreneurship after feeling no longer suitable or dissatisfied with their current job. They may feel that having their own business will provide the freedom and opportunity to pursue dreams and passions that are more in line with their desires. (Rosianti et al., 2014). However, it is not always necessary to quit your job to start your own business. There are some people who start a business while still working as employees, either in private companies or as State Civil Apparatus (ASN). This approach has its own advantages, where the experience and network they have as employees can help in starting and developing their businesses. Entrepreneurial intentions can also be influenced by environmental factors, such as support from family, friends, or mentors who have experience in the business world. In addition, economic factors can also influence entrepreneurial intentions, such as the existence of attractive business opportunities or stable economic conditions. In the context of increasingly complex globalization, entrepreneurial intentions are increasingly important as an alternative in earning income and creating jobs for the community. Therefore, adequate support and facilities from the government and financial institutions are needed to strengthen the entrepreneurial sector and develop quality entrepreneurs. (Arif, 2022).

The large number of new entrepreneurs certainly supports Indonesia's economic growth, this can be seen currently in Indonesia's economic growth in 2022. According to the World Bank, Indonesia's economic growth is 5.5% in 2022, up from the projection of 5.1% in 2021. Meanwhile, the International Monetary Fund (IMF) announced that Indonesia's economic growth will reach 5.9% in 2022. The Central Statistics Agency (BPS) and Bank Indonesia BPS estimate Indonesia's economic growth in 2022 to be 5.3% - 5.7%, while Bank Indonesia estimates Indonesia's economic growth to be 5.2% - 5.6% (Central Bureau of Statistics, 2022). As for the province of East Nusa Tenggara (NTT), economic growth increased by 3.10% from the previous 1.86%. From the description and data above, researchers are interested in conducting research and finding answers about whether there is a correlation between professionalism and entrepreneurial motivation to economic growth in East Nusa Tenggara.

METHOD

This research uses a descriptive analysis research method. According to (Darmawan, 2013) research based on the level of explanation, descriptive research is research conducted to determine the value of independent variables, either one or more variables without making comparisons, or connecting with other variables. Descriptive analysis is a statistic used to analyze data by describing or depicting the data that has been collected as it is without intending to make conclusions that apply to the public or generalizations.

The population in this study were several business actors in NTT Province, the sample in this study amounted to 50 respondents including entrepreneurs in Manggarai, East Nusa Tenggara, The data collection method used observation as a preliminary study to find problems. Observations were carried out by observing the development of business actors around Manggarai, NTT. The questionnaire is a data collection technique carried out by giving a set of written questions or statements to respondents to answer. (Jannah, 2019). In this study, the questionnaire used a predetermined range using the Likert Scale 4-1.

Interview according to (Jannah, 2019) "Interviews are used as a data collection technique if you want to conduct a preliminary study to find problems that need to be studied and also if researchers want to know things from respondents in more depth and the number of

respondents is small", in this study interviews are used to strengthen the results of the questionnaire. Documentation is used because you want to know data that is relevant to the research objectives so that it can facilitate research activities. Documentation is used to obtain data about the description of the condition of entrepreneurs in Manggarai NTT. The research instrument test uses validity and reliability tests.(Retnawati, 2016)Validity test is to measure the validity or otherwise of a questionnaire. A questionnaire is said to be valid if the questions in the questionnaire are able to reveal something that will be measured by the questionnaire which is done by comparing the calculated r value (correlated item total correlations) with the table r value. If the calculated r value > r table and has a positive value, then the statement is said to be valid(Retnawati, 2016). The data analysis method used in this study is quantitative descriptive. The data obtained are in the form of concrete facts which are then generalized into a general conclusion, based on empirical facts about the research location. The descriptive approach was chosen because this study focuses on the correlation between professionalism and entrepreneurial motivation with economic growth in East Nusa Tenggara.

RESULTS AND DISCUSSION

The respondent profile in this study is based on gender, age, and last education. There were 50 respondents in this study and the details of the proportion of the distribution of respondent data are explained in the following table.

Table 1. Characteristics Respondens

No	Characteristics	Description	Frequency	%
1	Gender	Man	31	31%
		Woman	29	29%
2	Age	<20 Years	0	0%
		21-25 Years	5	5%
		<26-31 Years	6	6%
		32-36 Years	8	8%
		>36Th	31	31%
3	Education	SD	25	25%
		SM	11	11%
		SENIOR HIGH SCHOOL	9	9%
		S1	5	5%
		S2	0	0%
		S3	0	0%

The table presented shows that 31% of respondents were male and 29% were female. Based on previous research, a person's gender influences their intention to pursue a career as an entrepreneur (Darmawan, 2019). These results are also supported by several other studies such as Scherer et al. (1989), Matthews and Moser (1995), Delmar and Davidsson (2000), Rodríguez and Santos (2008), and Ventura and Quero (2013). In addition, according to Lilez, someone aged 25-44 years tends to have the intention to become an entrepreneur. Research also shows that when younger adults have sufficient experience, education, and capital, their ability to behave as entrepreneurs will increase (Clarysse et al., 2011; Mayer-Haug et al., 2013).

Reynolds et al. (2000) also stated that the age between 25-44 years is the age range that is most involved in entrepreneurship in Indonesia. In addition, from the table it can be seen that respondents who have the last education of elementary school meet 25% of the total respondents. This can be a recommendation that the lower a person's education, the greater the possibility they have the intention to become an entrepreneur.

Table 2. Correlations

		Correlations		
		Professionalism	Motivation	Economic growth
Professionalism	Pearson Correlation	1	.042	.062**
	Sig. (2-tailed)		.771	.003
	N	50	50	50
Motivation	Pearson Correlation	.042	1	.541**
	Sig. (2-tailed)	.771		.002
	N	50	50	50
Economic growth	Pearson Correlation	.062a	.541a	.1
	Sig. (2-tailed)	.003	.002	
	N	50	50	50

a. Cannot be calculated because at least one of the variables is constant.

Information

Based on the Sig 2 (tailed) significance table above, it can be concluded that there is a significant correlation between professionalism and economic growth in NTT, with a significance value of 0.003 which is less than the significance level of 0.05. This shows that the higher the level of professionalism in NTT, the greater the possibility of economic growth in the area. In addition, the test results also show that there is a significant correlation between entrepreneurial motivation and economic growth in the Manggarai region, NTT. With a significance value of 0.002 which is also less than the significance level of 0.05, it can be concluded that the higher the level of entrepreneurial motivation in the region, the greater the possibility of economic growth in the region. Therefore, it is important for the government and local communities to encourage and improve professionalism and entrepreneurial motivation in order to increase economic growth in NTT, especially the Manggarai region.

From the results of the correlation analysis, it can be explained that the variables of professionalism and motivation are correlated with the increase in the economy of NTT, especially the Manggarai region. The results of the study based on the first proof show that professionalism and motivation have a significant positive effect on economic growth in NTT. It should be noted that professionalism involves a number of concepts and principles related to the behavior and actions of professionals. Professionalism can be defined as the attitude, behavior, or ethical standards required of someone who practices a particular profession.(Iskandar et al., 2018).

Some of the basic principles of professionalism theory include integrity, expertise, autonomy, and responsibility. Integrity refers to a professional's ability to act in accordance with the ethical and moral values required in the profession. Expertise involves the skills and knowledge necessary to practice the profession well. Autonomy refers to a professional's ability to make decisions independently and be accountable for their actions. Responsibility refers to

a professional's obligation to be responsible for their actions and accountable for the results of their actions. In practice, professionalism can be applied to various professions, such as doctors, lawyers, accountants, and entrepreneurs.(Rahman et al., 2019). A professional in these fields must meet certain ethical and moral standards, maintain integrity, and be accountable for their actions. They must also continue to develop their skills and knowledge through ongoing training and education.

Professionalism in business management has a positive relationship with business income and can then drive economic growth in a region. In this context, professionalism can be interpreted as the ability and quality of good work in managing a business, which includes attitudes, behavior, and knowledge about how to run a business properly and effectively.(Mirayani et al., 2019). When an entrepreneur has professionalism in managing a business, they are able to lead the company well, make the right decisions, manage resources effectively, and ensure good performance from the entire team. This can allow the company to achieve better results, such as increased revenue, higher profits, and the possibility of expanding their business.

When business income increases, it will have an impact on the economic growth of a region, such as increased economic activity, increased consumption levels, and increased employment. In the long term, this can improve people's standard of living and encourage economic development in the region. Thus, having professionalism in business management can be an important factor in business success and economic growth in a region.

In addition to professionalism, the impact of entrepreneurial motivation has a positive correlation with economic growth in NTT. This can be seen from the table above and is in accordance with the theory of entrepreneurial motivation, which is the psychological factors that influence a person's intention to become an entrepreneur.(Facer Jr., 2012). Some psychological factors that influence entrepreneurial motivation include: a. Locus of control. Locus of control refers to a person's belief in their own ability to control their environment and life. A person who has an internal locus of control tends to have high entrepreneurial motivation, because they believe that the success of the business depends on their own efforts and hard work, b. Self-efficacy. Self-efficacy refers to a person's belief in their own ability to overcome challenges and achieve goals. A person who has high self-efficacy tends to have high entrepreneurial motivation, because they feel capable of overcoming obstacles and achieving their business goals, c. Need for achievement. Need for achievement refers to a person's need to achieve achievements and success in life. A person who has a high need for achievement tends to have high entrepreneurial motivation, because they feel that being an entrepreneur can provide an opportunity to achieve high achievements and success, d. Risk-taking propensity, Risk-taking propensity refers to a person's tendency to take risks in making decisions. A person who has a high risk-taking propensity tends to have high entrepreneurial motivation, because they feel comfortable with risk and believe that risk can bring benefits in business.(Christopher A. Was, 2022).

In addition to psychological factors, entrepreneurial motivation theory also considers environmental factors that influence a person's intention to become an entrepreneur. Some environmental factors that influence entrepreneurial motivation include: a. Funding, the availability of funding can influence a person's motivation to become an entrepreneur. If funding is easy to obtain, a person tends to have high motivation to start a business. Conversely, if funding is difficult to obtain, motivation to become an entrepreneur can decrease, b. Social

support. Social support from family, friends, and the surrounding community can also influence a person's entrepreneurial motivation. If a person feels supported and appreciated by their surroundings, they tend to have high motivation to become an entrepreneur, c. Business opportunities the availability of business opportunities can also influence a person's motivation to become an entrepreneur. If there are many promising business opportunities, a person tends to have high motivation to start a business(Christopher A. Was, 2022).

In fact, entrepreneurial motivation can be used as a basis for developing effective entrepreneurship education and training programs, which can improve participants' entrepreneurial motivation and skills. In addition, this theory can also help business leaders in motivating their employees to think entrepreneurially and develop creativity and innovation in their work. By understanding the factors that influence entrepreneurial motivation, business leaders can create a supportive work environment and motivate employees to develop new ideas and innovate in their work. In addition, this theory can also help in designing the right incentives to motivate employees in achieving predetermined business goals. Thus, the theory of entrepreneurial motivation can be an effective tool in helping individuals and organizations achieve success in business.

CONCLUSION

Based on the findings and discussion above, it can be concluded that there is a positive correlation between professionalism and entrepreneurial motivation with NTT's economic growth of 3.01%. The analysis score shows that the significance value between professionalism and economic growth in NTT is 0.003, which is less than the significance level of 0.05. This means that the higher the level of professionalism of entrepreneurs in NTT, the greater the likelihood of economic growth in the region. In addition, the test results also show a significant correlation between entrepreneurial motivation and economic growth in the Manggarai region, NTT, with a significance value of 0.002, which is also less than the significance level of 0.05.

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