

IMPLICATION OF MOTIVATION AND LEADERSHIP TO FORM AN ENTREPRENEUR

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Abstract

Long time ago, an entrepreneur always linked with the family line. However, there are many way to form an entrepreneur now. This goal of this research is to find an empirical proof that motivation and leadership are influencing the form of an entrepreneur partially and simultaneously. The independent variables of this research are motivation and leadership while the form of an entrepreneur is the dependent variable. By using all of these variables, researchers use the multiple regression method to set up the equation. The result of this research found out that there are empirical proofs that both of motivation and leadership influenced the form of an entrepreneur partially and simultaneously.

Keywords: Motivation, Leadership, Entrepreneur

INTRODUCTION

Nowadays, the numbers of workers are increasing faster than before. It also happens in the highly educational workers level. However, the numbers of working fields were not increase that fast as well and it cost with the tighter screening and much more unemployment. A worker, especially fresh graduate, forced to join the company with a lower salary standard and higher expectation. This mean the quality of the human itself is so important. Based on these problems, an entrepreneur is a very good form to solve those problems above.

An entrepreneur usually opens the new working fields for others. This can led to minimize the number of unemployment. As a human, there are plus and minus to become an entrepreneur. According to Lambing in Zulkifli (2011), an entrepreneur can get benefit from the reward and financial, while on the other hand, this also consist of burden, pressure, sacrifices and the probability of bankruptcy. Sadly, there are also facts that many entrepreneurs fail to stay survive. Zimmerer in Zulkifli (2011) said that managerial incompetency, technical inexperienced, bad financial control, the failure in planning, bad location decision, lack of control, lack of skills and bad attitudes are few that cause the failure.

There are several studies how to form an entrepreneur. An entrepreneur tends to be a thinker, a strong willed person and a risk taker. Moreover, to form an entrepreneur it will need more than that. Motivation to be an entrepreneur is one of those major things. According to Utami in Wasa Y. and Dwi E. K. (2011) there are many motivation to be an entrepreneur. These motivations include the internal and external aspects such as demography, personality, personal preferences, family and working environment.

Beside motivation, leadership is also a key factor to form an entrepreneur. Koesmono (2007) in his research stated that leadership is a process to influence others to reach the goal. However, effective leader must have two major orientations: tasks and human resources. By fulfilling fairly these two things, an entrepreneur can lead effectively. Indirectly, these will push wisely the subordinates to develop. Joko Purnomo (2010) noted that leadership consist of the relationship between the leaders

and their subordinates, the willingness to take the advices from their subordinates, the willingness to help their subordinates difficulties, the willingness for delegating the jobs and the willingness to change.

This research itself has a goal to find empirical proofs both partially and simultaneously the effect of motivation and leadership to form of an entrepreneur. That is why the title of this research is: implication of motivation and leadership to form an entrepreneur. Researchers hope that this research can give a view to press the number of unemployment all around the world especially in Indonesia.

MATERIALS AND METHOD

The first variable that been used in this research is motivation. According to Robbins (2001), motivation is the willingness to do the high level of effort to reach the goal of organization or the personal satisfaction. Just alike Robbins, De Cenzo (2012) stated that motivation is the willingness to do something in a condition to satisfy needs. Stoner and O'Donnell (2003) added that motivation is a human psychological characteristic that contribute the commitment.

The second variable that been used in this research is leadership. Vera Parlinda and M. Wahyuddin (2010) told that leadership is a chain of effort of a leader to affect and mobilize the subordinates so they can work better, passionate, discipline and highly responsible with the job. Similar with that statement, Ivancevich and Matteson said that leadership is the process of affected other to fulfilling the organization goal while Musselman and Jackson stated that leadership is skills to affect other's behavior with some ways (Koesmono: 2007). Both variables above are independent variables.

The third and last variable that been used in this research is the form of an entrepreneur. This variable is also the dependent variable in this research. Miller said that entrepreneur is an act that done by something that connected with product, marketing and technological innovation while Schuler confirmed that entrepreneur is a new creation or innovation to develop a new product in a new environment or organization (Suhartini Karim: 2007).

Cooper and Emory (1996) explain that hypothesize is a pre-statement about the logic concept that can be true or false within an empirical test. Therefore, researchers make hypothesizes which developed below:

H1: Motivation has a significant influenced to form an entrepreneur.

H2: Leadership has a significant influenced to form an entrepreneur.

H3: Motivation and leadership simultaneously has a significant influenced to form an entrepreneur.

The subject of this research is the entrepreneurs. Researchers use purposive sampling method. A purposive sampling, according to Supranto (2007), is a sampling method by choosing elements as sample non-randomly. Moreover, this purposive sampling is a part of a non-probability sampling. The samples took 100 respondents by using questionnaire all over Jakarta because Jakarta is the main city in Indonesia.

The analysis itself is using the multiple regression method to find the equation. The equation itself noted as $Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$. In the model, Y refers to dependent variable, α refers to intercept coefficient, β refers to regression coefficient, X refers to independent variable and e refers to error. All of these analyses are using SPSS computer program.

RESULTS AND DISCUSSION

There were different descriptions of the variables. Motivation, the first variable, had 10 points as minimum, 37 points as maximum, 21.33 points as mean and 9.469 points as standard deviation. Leadership, the second variable, had 12 points as minimum, 39 points as maximum, 24.74 points as mean and 8.649 points as standard deviation. The form of an entrepreneur as the final variable had 22 points as minimum, 83 points as maximum, 45.36 points as mean and 22.012 points as standard deviation.

The equation showed that there was significant intercept coefficient (0.028). Besides it, the equation also showed that there was significant regression coefficient for both motivation (0.000) and leadership (0.000) partially. Finally yet importantly, the equation from the ANOVA showed that there was significant influence from both motivation and leadership simultaneously (0.000). This mean that all hypothesizes cannot be rejected at 95% confidence level.

Based on the result above, researchers can explained that an entrepreneur needs motivation and leadership. The self-actualization needs in Maslow motivation theory, which said that entrepreneur was the part of this peak actualization. Moreover, the positive motivation, a process for influencing others by giving tangible / intangible rewards from the entrepreneurship strengthens the influence of motivation to form an entrepreneur. Finally yet importantly, according to Stoner and O'Donnell (2003), a leader must have two main functions: task related problem solving function and group maintenance function, while both of this function also influence an entrepreneur to develop.

CONCLUSIONS

This research concludes that empirically motivation and leadership are influencing the form of an entrepreneur partially and simultaneously at 95% confidence level. This result shows the future entrepreneur must have a set of skill of leadership and high motivation to success.

However, the untested classic assumption also implied many unrevealed other factors that influencing the form of an entrepreneur. For this matter, researchers suggest the next research must add other variables. The researchers also hope by adding other variables and perhaps, the longer period of the research, in the next research will strengthen the results.

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