

## The Influence Family Environment on Work Motivation and Entrepreneurial Career of Student on the Tourism Polytechnic in Bali

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### Abstract

*Entrepreneurship is very important for success. Students decide to become entrepreneurs. The research aims for impact of the family area on motivation for activities and desire to work in entrepreneurship among Bali Tourism Polytechnic students. Quantitative research used the illustration collection method by selecting 2,556 students randomly referring to Morgan, corrected by the Warwick method, resulting in 392 samples. Testing the assumption uses Structural Model analysis on Partial Squares. Results are; (1) Family has direct influence important to motivation, coefficient is 0,339 for T-statistics is 4.145 and sig is 0.000; (2) The family area has direct influence important on the desire to work in entrepreneurship, coefficient is 0,107 and T-Statistics is 2,229 and sig is 0.027; (3) Work motivation has a direct influence important on the desire to work in entrepreneurship, coefficient is 0,256 for T-Statistics is 3,782 and sig is 0,000; (4) Family area has indirect influence on work in entrepreneurship through a motivation encouragement of coefficient is 0,159 for T-Statistics is 4,171 and sig is 0.000. This finding that encouragement of activities has a very strong direct effect on the work in entrepreneurship and can mediate the impact of the family area on the desire to work as an entrepreneur. Recommend to increase to work in entrepreneurship by linking activity motivation as mediation.*

**Keywords:** Family Environment, Work Motivation, Entrepreneurial Career

### INTRODUCTION

The impact of the economic crisis in the whole world, where the accommodation of business sectors throughout in Bali have decline of which employees of accommodation and other businesses have stopped. Experiencing this condition, the tourism vocational school in Bali wants more alumni to work as independent entrepreneurs. Entrepreneurship is an effort to produce something that is promising but also requires. The effort to improve of nation's economy, if entrepreneurship is the core of economic management, to quickly provide activity opportunities for students (Fernanda & Ibrahim, 2022).

The informal zones for small or medium businesses are the saviors for Indonesian. The year 1997 brought about the collapse of the ratio factory. The economy experienced growth of less than 13% accompanied by inflation until 77% which ravaged. This emergency period has also given rise to a new understanding for citizens and authorities regarding the importance of the application of small until medium businesses and entrepreneurship to its strength (Gmbh, 2016).

The most critical case that must be handle for cctivity opportunities for the young generation, namely large academy graduates, which continues to increase. This causes the number of intellectual to increase. Based on BPS information in 2020, the total activity force was 38.22 peoples, an increase of 2.360 people<sup>2</sup> compared to the year. The activity group participation rate only increased by 0.24%. The employment zone that is facing the most escalation is the agricultural zone at 2.23%. The zone that experiences the most shrinkage is the manufacturing factory. As many as 77.680 peoples or 60.47%. Underemployed workers and workers each rose 3.77%. In conditions like this, entrepreneurship becomes an effort that must be built and students need to be planned to become entrepreneurs (Fatahillah et al., 2020). In fasct, only a small number of Tourism Polytechnic to entrepreneurs. There are many aspects that influence students' entrepreneurial pursuits. These aspects are from within the student, as well as external, from the family area and encouragement of activities.

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## **LITERATURE REVIEW**

### **Entrepreneurial Career**

Entrepreneurship is a good to innovation and taking risks to get the opportunity to the best efforts. The Bali Tourism Polytechnic is certainly cheerful its students in various skills in the hospitality aspects according for them. They have several regular courses, which is an entrepreneurship. This course is aspect which is thought to have an important impact on entrepreneurial desires. This also certainly provides data and insight entrepreneurship, as entrepreneurship will lead a nation towards development. for example, has a developed economy it is an entrepreneurs (Kania, 2020).

The desire for an entrepreneurial career is a consistent from deep within or a firm intention to creativity and innovation and the courage to all calculated risks to advantage of the opportunity for business by resources contained of professional history. (Daniel & Handoyo, 2021). The indicators of entrepreneurial desire of student in Tourism Polytechnic are: (1) strong intention (2) confidence, (3) creativity, (4) openness, (5) responsibility, (6) leadership.

### **Family Environment**

A family is a group of people connected through marriage, birth, or raising to maintain and produce traditions together, promote the full emotional, psychological, social and physical development of its members as demonstrated by patterns of interaction that depend on each other. to achieve a common goal. Similar. Within these limits, it appears that family ties do not have to be in the form of blood ties, they can be maintained by other generations and brought together to experience social problems. This interpretation is supported by several, a family is a group consisting of more people, who are united by ties of blood, marriage, or raising and live in a household, related to each other and in their respective environment as well as producing and maintaining (Lesmana, 2022).

The family environment is the first social group in human life where the learning process occurs and one understands oneself as a social creature who must relate and interact with the community group. It can be concluded that the family environment is a group of people who are related by blood or adoptive relatives who are around a person, where he experiences a learning process to understand himself as a person and as a social being and also interacts with his community (Julindrastuti & Karyadi, 2022). The family environment of Students at the Tourism Polytechnic in Bali, are: (1) education, (2) family relations, (3) condition in the house, (4) economic situation, (5) parent understanding (6) culture.

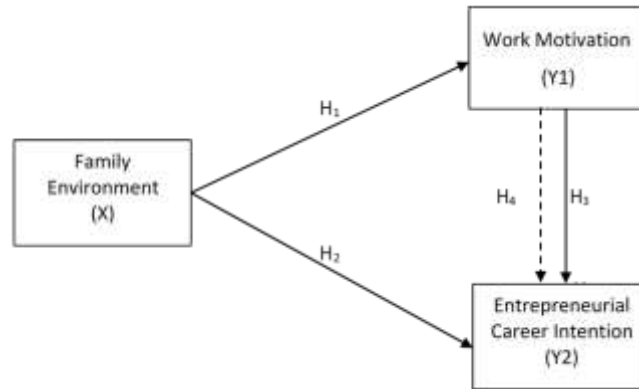
### **Work Motivation**

Encouragement of motivation is an essential aspect to predicted of a big impact on entrepreneurial. This aspect is the minds of students. Almost students who institution will understand of the skills needed in the field of work. The purpose is studying at this school is to work. Students must have a great motivation this is what is tried in this research. It is expected to influence entrepreneurial attention, this aspect is prediction to the impact of aspects of entrepreneurial learning on entrepreneurial attention.

An activity urge is the originates within oneself by a person's environment, they move to carry professions to predetermined profit. (Ningrum et al., 2020). The indicators of work motivation of students at the Tourism Polytechnic in Bali are: (1) Physiological, (2) Physical, (3) Security, (4) Social, (5) Appreciation, (6) Self-Actualization.

### **Research and Hypothesis**

The framework is very important for describing research questions. This aims for explain influence for independent construct on dependent as well as take of mediating variables. This concept is depicted in the figure 1 in below.



**Figure 1** Conceptual Framework

The following assumptions are: (1) There is important effect from the family on encouragement, (2) There is important effect from family on motivation to work in entrepreneurship, (3) There is important direct of encouraging activities in entrepreneurship, (4) There is indirect effect of family area on the desire to entrepreneurship through work motivation.

## **MATERIAL AND METHOD**

### **Research Design**

The research concept is a quantitative descriptive one that studies natural events in a normal way and analyzes to look for factors and triggers for the incident monitored, using common based on exogenous versus endogenous without direct common on free construct. A survey form to collect information through questionnaires (Surahman et al., 2016), The relationship in aspect and other aspects which the relationship coefficient. This research is predictive in nature, predicting bound situations on effects, and does not parametric experiments. Testing the assumptions in this research uses the SEM-PLS analysis method, which is a paradigm for the form of bond between construct.

### **Research Subjects**

Population is a categorization of an entity or person with a specific identity that is of interest has been determined very carefully. The researchers focused for 2,556 peoples of Tourism Polytechnic in Bali for year 2020 or 2021. The illustration was determined using the method proposed by form of a Morgan chart. The minimum number of samples was 335 peoples. Estimating that perhaps not all questionnaires were returned, were returned but not complete, the researchers increased of questionnaires according to Warwick's calculations to 392 respondent (Agung, 2014).

### **Research Instrument**

The instrument uses a questionnaire of a Likert is measuring respondents by choosing a replacement for answers. The form is conclusion for five answers are; Strongly Agree; Agree; Surefire; Disagree; and Strongly Disagree. This is the most important to see whether the respondent's opinion tends to agree or disagree. The replacement number to the answer are; Strongly disagree is 1; Disagree is 2; Uncertain is 3, Agree is 4; and Strongly Agree is 5. There are also that are measured in each construct, a gird of questionnaire is arranged and then items are arranged according to the indicators in construct as in the table below.

**Table 1 The grid of instruments**

Variables	Indicator	Number of Items
Family Environment (X)	X1 Methods for educating children	6
	X2 Family relations	6
	X3 Condition of the house	6
	X4 Economic situation	6
	X5 Understanding for parents	6
	X6 Family culture	5
	Total	
Work Motivation (Y1)	Y1.1 Physiological	6
	Y1.2 Physica	6
	Y1.3 Securit	6
	Y1.4 Social	6
	Y1.5 Appreciation	6
	Y1.6 Self-actualization	5
	Total	
Entrepreneurial intentions (Y2)	X2.1 Strong ditermination	6
	X2.2 Confidenc	6
	X2.3 Creative	6
	X2.4 Openness	6
	X2.5 Responsibility	6
	X2.6 Leadership	5
	Total	

Questionnaires were distributed randomly to 392 students at the Bali Tourism Polytechnic to obtain research data. Random sampling is taking samples randomly without referring to respondents so that the information obtained can describe the entire population and be representative. The questionnaire is filled out online using a Google form with closed questions, meaning answers with multiple choice on a scale of 1 – 5 alternatives.

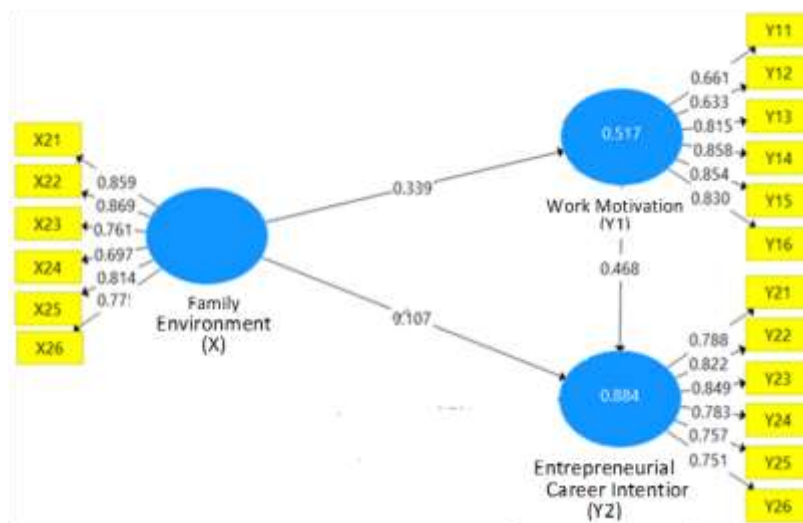
**Data Analysis Technique**

The information collected was analyzed using SPSS applications, Smart-PLS for the window program. After that, a method system is used to try assumptions. The explain the hypothesized ties for the reliability and validity instrument (Garson, 2016)

**RESULTS AND DISCUSSION**

**Result**

The engineering analysis with Structural Model using the Smart-PLS application are shown in the following image.



**Figure 2 Full Model Structure**

The relation of constructs to markers and Cronbach's Alpha for reliability construct exceeds 0.70. The maximum relationship of work in entrepreneurship  $r$  is 0,881 is influenced by the family environment  $r$  is 0,885. after that the motivation  $r$  is 0,867. Relationships make it possible to understand several designs regarding elastic auxiliary bonds, as well as the causes of hypothetical bonds. The reliability or validity instrument of dimension its indicators will be tested by confirmatory aspects in the below.

**Table 2 Result of Indicators, Reliability, and Validity**

Construct	Indicator	Load factor	Cronbach's Alpha	Composite Reliability	Average Variance Extracted
Family Environment (X)	X1	0,859	0,885	0,913	0,637
	X2	0,869			
	X3	0,761			
	X4	0,697			
	X5	0,814			
	X6	0,775			
Work motivation (Y1)	Y1.1	0.661	0.876	0.902	0,609
	Y1.2	0.633			
	Y1.3	0.815			
	Y1.4	0.858			
	Y1.5	0.854			
	Y1.6	0.830			
Entrepreneurial career (Y2)	Y2.1	0.788	0,881	0.910	0,628
	Y2.2	0.822			
	Y2.3	0.849			
	Y2.4	0.783			
	Y2.5	0.757			
	Y2.6	0.751			

The assessment of validity is the statistical number of loading markers for potential elastic. About markers replaces one potential elastic. The factorial of each construct higher than 0,60 to prove good validity, all factorials each construct are higher than 0.60

The estimation by dividing the aggregate reliability, this calculation is better than Cronbach's, because it is not related to characteristics associated with design. That is assumed to correspond to this is 0.70. That all elastics this situation; family environment is 0,913 and work motivation is 0,902 so entrepreneurship is 0,910.

Average Variance Extracted is the total amount about variance by the elastic. The higher number, the higher on marker's skill in predicting. Average variance must be higher than 0,50 the marker can describe the construct. That all constructs have an average higher than 0,50 that the reliability assessment from established standards; The family area is 0.637, the encouragement of activities is 0.609, and the desire to work in entrepreneurship is 0,628.

### **Discriminant Validity**

This section is related discriminant validity is a route method that proves to which a potential differentiates from other potential constructs, discriminant by reporting that a potential construct explain the variance in the elasticity that is higher than the unmeasured related to the measurement (Budiastuti & Bandur, 2018). About relationship that accompanies the construct stems from observed in the chart below

**Tabel 3 Creterion of Discriminant Validity**

Variables	Family Environment	Work motivation	Entrepreneurial career
Family Environment	<b>0,798</b>		
Work motivation	0,598	<b>0,780</b>	
Entrepreneurial career	0,774	0,689	<b>0,793</b>

**Goodness of Fit**

The systemic form of analysis processing to evaluation with R-square, adjusted predictive to see impact of potentially independent on dependent elastics. Goodness of fit, a systematic is presented in the table below contains the R-square for dependent variable.

**Table 4 The Result test of Work Motivation and Entrepreneurial Career**

Dependent Construct	R <sup>2</sup>	Category
Work motivation (Y1)	0,517	moderate
Entrepreneurial career (Y2)	0,884	strong

The result from analysis about R-square number 0.67 - 1.00 is a strong, whereas 0.34 - 0.66 proves a systemic shape again, if smaller than 0.33 it proves a low. Table 4, the figure for each dependent elastic is 0.517 for the Activity Encouragement and 0,884. Entrepreneurial Career Intentions. Based on R-square to the Geysler Stone Q-square experiment, it can to be calculation

$$Q^2 = 1 - (1 - R1^2) (1 - R2^2)$$

$$Q^2 = 1 - (1 - 0.517) (1 - 0.884)$$

$$Q^2 = 1 - 0.056$$

$$Q^2 = 0.934$$

The results above show on Q<sup>2</sup> is 0,934 that 93,40% of the change in the desire to motivation and entrepreneurship in student of Tourism Polytechnic in Bali can be explained by construct of the family environment, whereas more than 3,60% is explained by other factors the construct.

**Hypothesis Testing**

The relationship between variables requires hypothesis testing to see the influence between these variables. Direct effect of one construct on another construct that matches research assumptions tested by coefficient accompanied by Test-Statistics and Probability-value on presented in the Table 5 below.

**Table 5 Hypothesis Results**

Direct Effect	Load	Devisiasi Standard	T Statistics	P Values	Hypothesis
X -> Y1	0,339	0,082	4,145	0,000	acceptance
X -> Y2	0,107	0,048	2,229	0,027	acceptance
Y1 -> Y2	0,256	0,035	3,782	0,000	acceptance
X -> Y1 -> Y2	0,159	0,038	4,171	0,000	acceptance

The results of the analysis of unidirectional and elastic bonds are presented as:

The relationship between area of family environment to encourage activity shown by T-statistic of 4,145 is higher than 1,96 and P-value of 0,000 is lower than 0,050. improve the family area so that the motivation for activities will continue to increase. In this assumption experiment H<sub>1</sub> is obtained and H<sub>0</sub> is rejected;

The relationship of family area and entrepreneurial career is shown by T-statistic of 2,229 is higher than 1,96 and P-value of 0,027 is lower than 0.050. That the family environment has direct effect and important to an entrepreneur. This means that a better family area will increase the desire for entrepreneurial. In this assumption experiment H<sub>1</sub> is obtained whereas H<sub>0</sub> is rejected;

The relationship between work motivation of Entrepreneurship is shown by the T-statistic number of 3,782 is higher than 1.96 and the P-value of 0,000 is less than 0,050. That the encouragement of work motivation has a direct positive and important influence on desire to an entrepreneur. This means that continuing to be good,

the encouragement of motivation will increase the desire to entrepreneurship. In this assumption experiment,  $H_1$  is obtained, whereas  $H_0$  is rejected.

The indirect relationship between the family area to work in entrepreneurship through work encouragement is shown by the T-statistic number of 4,171 is higher than 1,96 and the P-Value of 0,000 is smaller than 0,050. That work motivation is can indirectly mediate the impact of the family environment on the desire to an entrepreneur. This means that the family area to improve so that the motivation will continue to increase and this will result in an increase in the desire for entrepreneurship. In this assumption experiment,  $H_1$  is obtained, whereas  $H_0$  is rejected.

## **DISCUSSION**

The family environment has a direct influence and important on the encouragement of activities for student on Tourism Polytechnic in Bali, as evidenced by the results than the family area is a group of many people who have ties. blood or close relatives who are close to a person, where he experiences how to learn to control himself as a social person and relate to his community. The family has a significant role in creating a child's personality, especially encouragement in designing his future. Finally, the family influences to raise the child's drive to be enthusiastic and independent and a strong drive to work in the future. If the family area has an impact on motivation of 0,823. The family area can also change the attitude of people to make mature through education can be motivated to work. (Famila et al., 2020).

The family environment has a direct influence and important to work as an entrepreneur at the Bali Tourism Polytechnic students as shown by the analysis results of T statistic of 2,229 is higher than 1,96 and P number of 0,027 is lower than 0,050. The family area holds a significant role in making student become independent people with entrepreneurial lives. If family area a very big role in desire to work in entrepreneurship with a t number of 5,953 is higher than 1,657 and p values of 0,000 is lower than 0,050. Family area is one of the reasons why students are attracted to entrepreneurship because families motivate students to become entrepreneurs. The effect of family area on entrepreneurial is 12,983. The family area elasticity is 0,786 so it can be seen the family area figure will give an increase of 0,786 based on the research by (Amalia & Murniawaty, 2020)

The work motivation has direct influence and important on Entrepreneurial career of student. It appears that the results of the analysis have a t statistic of 5,868 is higher than t chart of 1,96 and the P number is 0,000 is lower than 0,050. A person who has a good motivation for activity will prove his identity and always try to get are; (1) Very big responsibility of profession one is undertaking. (2) Activities to achieve the desired. (3) Opportunities to gain development in profession, as earning income. They will definitely have an entrepreneur, because there are opportunities to make a profit (Tanusi & Laga, 2020).

The family environment has indirect influence and significant on entrepreneurship through encouragement proven of analysis for information from T-Statistic of 4,171 is higher than 1,96 and P-Value of 0,000 is lower than 0,050. activity can partially mediate the impact of the family area to work as an entrepreneur. The research carried out obtained a regression coefficient on the elastic family area of 0,522 so each accumulation of family area numbers in number of 0,522. The experiment was tried to significance of the constant and elastic bound. Attention to working as an entrepreneur proves the family area coefficient with the number Sig of 0,002 is lower than 0,05. About  $H_1$  is obtained so  $H_0$  is rejected, The conclusion than the Family Area has indirectly to work in entrepreneurship through motivation. Other research that strengthens the results of this research was carried out by (Widiastuty & Rahayu, 2021).

## **CONCLUSION**

Based on the analysis and reviews and conclusion are: (1) The family area has direct effect and significant on the encouragement of Bali Tourism Polytechnic student activities by coefficient 0.339 and T-statistic 4,145 and P-values 0,000. (2) The family area has direct effect and significant on entrepreneurial for student in Tourism Polytechnic in Bali by coefficient 0,107 and T-statistic 2,229 P-values 0,027. (3) Work motivation has direct effect and significant on an entrepreneur for student in Tourism Polytechnic in Bali by the T-Statistic coefficient 0,468 and T-Statistic 3,782 and P-values 0,000. (4) The family area has indirect effect to entrepreneurship

through encouraging for student in Tourism Polytechnic in Bali by coefficient 0,159 T-Statistic 4,171 and P-values 0,000. The finding of encouragement has a very strong direct impact to work in entrepreneurship and be able to mediate the impact of the family area on the desire to work for entrepreneurship of student in Bali Tourism Polytechnic.

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