THE EFFECT OF ENTREPRENEURSHIP AND COMMITMENT TO THE EFFECTIVENESS OF EMPLOYEE IN MINISTRY OF INDUSTRY

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ABSTRACT

The aim of this research is to study the causal relationship between entrepreneurship and commitment with effectiveness. Survey was conducted in 189 sample of employees selected randomly. Data has been analyzed by path analysis. The results of this research, explained above: (1) there was a positive and significant direct effect of entrepreneurship to effectiveness of employee in ministry of industry, (2) there was a positive and significant direct effect of commitment is affected directly by effectiveness of employee in ministry of industry, (3) there was a positive and significant direct effect of entrepreneurship is affected directly by commitment of employee in ministry of industry.

Keywords: entrepreneurship, commitment, and effectiveness.
BACKGROUND

The background of this research is to face of environmental challenges unique complex and volatile, an organization of government organizations should use effective public management and efficient, because it must remain accountable to the public. Especially to face of the Asean Economic Community, it is necessary to improve employee effectiveness, so that the Indonesian people are able to benefit optimally from the implementation of MEAs at the end of 2015.

According Tjahajana, A (2013: 3) In that era there will be a single market, production base, which in these conditions will occur free of good, free flow of services, free of employment, free of capital and free of skilled labor. It is necessary for an employee who has a high work effectiveness. This was confirmed by Griffin (2007: 6) and Corado (2004: 135), which says that problem public organizations one of which is the result of internal barriers, such as HR. In this case the employees of the Ministry of Industry.

The main theories are referred to in this study include advanced by John Howard (2001), which says that; "effectiveness is a state where of a tools, methods, and resources are use in Appropriate Manner to Achieve the goals intended. And according to Griffin (2007: 6) "Effectiveness is making the right decision and succesfully implementing them".

Susita, D (2013), found that the effectiveness of employees in Ministry of Industry is jointly influenced by other than an entrepreneurial attitude is also influenced by the personality, job satisfaction and commitment.

Say J.B in Osborne and Gaebler (2000), argues that the effectiveness of the work is influenced by an entrepreneurial attitude. Likewise McClelland, Zimmerer, Drucker, in Suryana (2001) says that the effectiveness of the work have a relationship with the characteristics of an entrepreneurial attitude.

An entrepreneurial attitude should be owned by every individual in the organization, although a public organization, it is supported by the opinion of Cohen, S, Eimicke.W, Heikkila, T, (2011). Entrepreneurial attitude consists of two words, attitudes and entrepreneurship.

Attitude by Gibson (2009) as follows: An attitude is a positive or negative feeling or mental state of readiness, and organized learned through experience, that exerts a specific influence on a person's response to people, objects and situations.

While the "Entrepreneurship is the process of creating something new with value by devoting the Necessary time and effort, assuming the Accompanying financial, psychic, and social risk, and receiving the the resulting rewards of monetary and personal satisfaction and independence."

In addition to the entrepreneurial attitude, employee commitment in achieving organizational objectives, should also be improved in order to obtain optimal results. According Newstrom (2002: 211): "Organizational commitment is the degree to roomates an employee Identifies with the organization and wants to continue Actively participating in it". That is, the level of employee engagement towards the organization.

Barringer Research and Bleedorn, found that the tendency of entrepreneurship to contribute to the commitment of a person in the organization. This is also supported by the
results of research Grath (2002). Research-Kyoo Baek Joo (2012) also reflects the influence of proactive personality to the commitments, as well as Wang, M.J (2002).

Based on some opinions, this research was conducting to reveal whether an entrepreneurial attitude, and commitment could affect the effectiveness of employees Ministry of Industry. In particular formulation of the problem as follows: 1) Is there any direct influence entrepreneurial attitudes toward the effectiveness of employees? 2) Is there any direct influence on the effectiveness of employee commitment? 3) Is there any direct influence Entrepreneurship attitudes towards employees' commitment?

METHODS

The method used in this research is survey method with quantitative research approach. This type of survey research focuses on disclosure of causal relationships between variables. The dependent variable in this study is the effectiveness of employees and independent variables are an entrepreneurial attitude and commitment of employees. The analysis technique used to examine the causal relationship is a path analysis (path analysis). Data used to capture the effectiveness of employees with a questionnaire that has been prepared based on the indicators of each variable to the direct superior (echelon three). While the entrepreneurial attitude and commitment, collected by questionnaire has been prepared based on the indicators of each variable to employees echelon IV as respondents.

The population in this study was all employees of the Ministry of Industry echelon IV, totaling 385 people. Samples were taken 189 people by using simple random sampling technique. Test the validity of an instrument to measure the effectiveness of the work, an entrepreneurial attitude, and commitment, using statistical product moment. The reliability test was using Cronbach Alpha. Analysis of the data used in this research is descriptive and inferential analysis. Descriptive analysis presents the data characteristics of each variable in the form of presentation of the data, the size of the central and dissemination of data. Inferential analysis using path analysis, tools used for analysis using the program application package specifically designed for statistical purposes such as Excel and SPSS 17 program.

RESULTS

The result of the calculation of the 189 samples was found that the average score of the effectiveness of employees is 121.23. Mode value for effectiveness was 124.00 with a median of 122.00 and a standard deviation of 14.47. Found as many as 59 people (31.22%) employees who have the effectiveness of the group's average. 35 (18.52%) the effectiveness of its employees are above average, and as many as 95 people (50.26%) of employees work effectiveness are under average.

The average value score entrepreneurial attitude of employees was 145.76. Mode value to the entrepreneurial attitude is 144.00 with a median of 145.00 and a standard deviation of 9.27. Found as many as 59 people (31.22%) of employees who are entrepreneurial attitude on average this group, 77 (47.09%) employees who are entrepreneurial attitude is above average, and as many as 53 people (28.04%) employee entrepreneurial attitude is under the average.

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From the calculation result data to create a model for the regression equation between the effectiveness of the work with an entrepreneurial attitude obtained by simple linear regression equation is $Y = 18.75 + 0.70X1$. While the correlation between the effectiveness of the entrepreneurial attitude of 0.450 and highly significant.

From the results of calculations for the preparation of the data regression model between the effectiveness of the commitments obtained by simple linear regression equation is $Y = 40.74 + 0.63X2$. While the correlation between the effectiveness of the commitments 0.603 and highly significant.

From the results of calculations for the preparation of the data regression model between commitment with an entrepreneurial attitude with commitment regression equation is $= 22.44 + 0.72X1$ and very significant.

Results of testing the path coefficient that describes causal relationships between variables empirical research $X1$ and $X2$ to $Y$, can be shown in Figure 1

![Figure 1. Empirical Model causal relationship Inter variables X and Y.](image)

Causal relationship model Empirical studies have shown that the path coefficient between entrepreneurial attitude variable ($X1$), and commitment ($X2$), towards effectiveness ($Y$) is significant. This means that the theoretical causal model in accordance with the empirical model, thus it can be concluded that the entrepreneurial attitude of employees and employee commitment to a positive direct impact on the effectiveness of employees. Model path
analysis also showed a positive direct influence between entrepreneurial attitudes toward commitment.

DISCUSSIONS

The first hypothesis testing results show that the direct effect of entrepreneurial attitudes (X1) on the effectiveness of the work (Y), the value of py1 path coefficient = 0.138, it is demonstrating that the entrepreneurial attitude is very positive direct impact on the effectiveness of employees Ministry of Industry.

It has a meaning that if employees have an entrepreneurial attitude will lead to increasing the effectiveness of its work. Effectiveness of the work is related to the concept of doing the job properly, so that the effectiveness is the foundation of success. If we associate with an entrepreneurial attitude, which is an attitude of the employees related to the attitude of innovative thinking, flexible thinking, firm establishment, confident, influencing others, like the challenge, responsive to change, the tendency to take decisions and trends taking advantage of opportunities, a positive attitude , which can facilitate in carrying out the work in achieving organizational goals.

Entrepreneurial attitudes derived from the French language, according to Kao (1995: 624-634) means, trying. Associated with the public sector according to Osborne and Gaebler (2000), that mentioned a person who behaved: a) prefers to produce, b) change the profits into benefits for the public. This is supported by the opinion of Anoraga, who say the entrepreneurial attitude should not be for an entrepreneur, but for each individual, such as: 1) own ideals and trying to realize these ideals, 2) dare to risk / high-challenge, 3) willing and hard-working, 4) have high morale and are not easily discouraged, 5) have a strong sense of confidence, 6) have the skills to lead / influence others, and 7) has a high creativity.

The attitude of the above need to possess an employee, in order to increase the effectiveness of its performance. This is consistent with the findings of this study. Previous entrepreneurial attitude we associate with entrepreneurs, was not only for entrepreneurs, but also necessary for every individual, including civil servants. In his general entrepreneurial work to earn profits in the form of financial, but employees of public agencies working to get other benefits, such as self-satisfaction. Every individual who has an entrepreneurial attitude, would be satisfied if the work carried obtain optimal results.

The study's findings are also consistent with research findings and Stevenson & Jarillo Quinn (1990: 17-27) which says that the entrepreneurial attitude into the power of all components of the organization, from top management to operational actors. Means that every individual in the organization should have an entrepreneurial attitude.

One entrepreneurial attitude is to think of innovative and flexible is an attitude that must be possessed of employees related to how employees can receive new ideas to improve ways of working, and always put out new ideas in the works, as well as easy to adjust to the change, so that employees become effective in work, and facilitate the organization in achieving optimal goal.

And the firm establishment of confidence in the work are of paramount importance. This is reflected in the attitude of maintaining the ideas of creativity and maintaining the principles of effective work in the achievement of organizational goals. Influencing others is an attitude that has an art in itself, and it is difficult to do. So also like the challenge of working a courageous stand, which at one time was needed to work. Although the Ministry of Industry has had the SOP in any do the job, but the steps in achieving these goals, not necessarily exactly the same as the one on paper. For that sometimes employees need to have an attitude of courage in taking decisions, where decisions are taken at the end of it does not conflict with the ultimate goal of the organization.
The findings above in accordance with the results of Robinson, Stimpson, Huefner & Hunt (2003: 1-24), entitled Entrepreneurial Attitudes: What Are Their Sources ?, saying that the entrepreneurial attitude affect the personality and work effectiveness. It means every employee who has an entrepreneurial attitude, a tendency to have high effectiveness.

The test results show that the second hypothesis is very significant commitment and a positive direct impact on the effectiveness of work with a value of p y4 = 0.347. This means that if employees are committed to the organization, then the effectiveness of his work will increase.

Commitment is one's desire to keep working and take sides and participate to the organization. The commitment showed some desire among others: continued to work in the organization, actively involved in the organization, contribute to the success of the organization, can be consistent with the objectives and vision of the organization, keep working in the organization, and be responsible for the organization. Given that desire, causing the employee to carry out the work assigned to him well. So that its effectiveness increased, and organizations obtain optimal results.

The effectiveness of employees will be increased, with the commitment of employees, this is in accordance with the opinion of Hersey, Blanchard, Mitchell and Larson, who said that their commitment to a high of an individual, means the engagement of her against the organization continues to be high, so that the effectiveness of its work to be good.

The commitment of an employee other than loyal to the boss also loyal to the organization. So the higher one's commitment, the optimal performance of the organization. Loyal to the visible organization of the adjustments made to the employees of the main objectives of the organization. So that employees are willing to support and be consistent in completing the tasks assigned to him.

In addition to achieving the goals of the organization, employees are also trying to maintain the good name of the organization, and run the organization's work rules. In accordance with the existing activities in an organization that has always guided by the rules, so that with the commitment of these employees be the trigger factor for increasing the effectiveness of the work. This finding is consistent with the opinion of Cohen (1993), who found that the commitment affects the effectiveness of the work.

The third hypothesis testing results show that the entrepreneurial attitude positive direct effect on employee commitment Ministry of Industry, at p 21 = 0.274. This shows that if employees have an entrepreneurial attitude, then the employee commitment to the organization will increase.

This finding is consistent theory advanced by research Brouwer, Maria T and Weber (2002), who argued that a person's tendency entrepreneurial attitude can lead to involvement and tendency to the organization (committed), thus contributing to the performance of the organization.

Entrepreneurial attitude describes the attitude that belongs to someone, one of which is always confident with the principles thereof, will seek to be faithful to the achievement of its organizational objectives. Although always felt responsive and ready to innovate and change, but still within the corridor defined rules of the organization. It also supports the idea of Francis, M Team (2011), which says that the entrepreneurial attitude affect the effectiveness of the work and achievement of organizational goals.

The findings of this research are also in accordance with the opinion of Suryana, who found that the creative and innovative process is only done by people who have an entrepreneurial attitude, among others, those who are confident (confident, optimistic, and full commitment).

Employee commitment to the organization, as seen from the involvement of employees in the achievement of organizational goals. One needs to possess employees to get involved in these achievements are please tasks given job, and seek collaboration with colleagues in overcoming the
existing problems in the job, and be open to feedback and criticism positively to improve the effectiveness of the work.

Loyalty to colleagues, both in helping the completion of work and the provision of necessary information, are very helpful in facilitating the achievement of organizational goals. Besides maintaining the good name of the organization, will help achieve effectiveness.

The foregoing is inseparable from the role of leadership. Support and leadership style greatly affects the feelings of employees. Likewise, the equipment and the working conditions of the room.

In addition to the leadership of the support and cooperation among colleagues also dictates a sense of excitement in the work. Because interactions encountered at work, will determine its weight is not the job done. This can be achieved if each employee can respect and appreciate and understand the needs between colleagues during the finishing work.

CONCLUSIONS

Based on the results of research and discussion can be concluded: the entrepreneurial attitude of employees directly positive effect on the effectiveness of employees. That is, the entrepreneurial attitude which belongs to the employees will improve the effectiveness of employees Ministry of Industry. Commitment of the employee has direct positive effect on the effectiveness of employees. That is, a commitment which belongs to the employees will improve the effectiveness of employees Ministry of Industry. Meanwhile the entrepreneurial attitude of employee has directly positive effect on employee commitment. Thus, employees who have an entrepreneurial attitude will improve the effectiveness of employees Ministry of Industry. Results showed, in general it can be concluded that the variation in the effectiveness of employees Ministry of Industry is positively influenced by the variation of an entrepreneurial attitude, and commitment. Based on the research results, discussion and conclusions that have been described previously, the recommendations can be put forward, especially for employees and managers can be noticed that the importance to improve the entrepreneurial attitude of employees, and the commitment continuously with certain programs, because the effect on enhancing the effectiveness of the work employees.

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