

The Influence of Attitude and Motivation of STIKES Bina Usada Bali's Nursing Students to Their Entrepreneurial Intention

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ABSTRACT

The initialization of the era of industrialization heading to the usage of sophisticated technology is willingly causing the stricter competition in the world of working. Skills as well as responsibility and the authority of care or health services to individual, family, and community in health-recovery, are importantly necessary in the field of nursing as a profession. In relation to the change of the era that leads to the utilization of this sophisticated technology, a nurse does own a great opportunity of becoming an entrepreneur. The effort of solving the problem of unemployment and decreasing its number, give in a chance for entrepreneurship to be the alternative choice of action. This current research is aimed to see the result of The Influence of Attitude and Motivation of STIKES BINA USADA BALI's Nursing Students to Their Entrepreneurial Intention. The cross sectional design was implemented in this research by applying quantitative method of approach. The data were collected in September 2020 through questionnaire distributed to 100 students of nursing. The data analysis included Kendall's Tau univariate and bivariate analysis. The univariate analysis showed that 39 students (39%) had moderate attitude of entrepreneurship lowered to the number of 61 students (61%) of those with excellent attitude in the field of entrepreneurship. Meanwhile, this research also resulted in the situation that there were 37 students (37%) being moderately motivated at the same time when the rest 63 students (63%) were highly motivated in entrepreneurship. Continuing the result, there were 28 students (28%) showing moderate entrepreneurial intention, while the other 72 students (72%) showed the high intention in the field. The bivariate analysis of Kendall's Tau correlation value showed the significant and strong influence between the attitude and the nursing students' entrepreneurial intention. The higher the attitude of entrepreneurship relevantly indicates the higher entrepreneurial intention (the value of $r=0.780$; $p<0.0001$). The same result occurred in the variable of motivation and the entrepreneurial intention as there was a significant and strong influence between the nursing students' motivation and their entrepreneurial intention with the value of $r=0.768$ and $p<0.0001$

Keywords: Attitude, Motivation, Entrepreneurial Intention, Nursing

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BACKGROUND

In accordance with the initialization of the era of industrialization heading to the usage of sophisticated technology, a stricter competition in the world of working relevantly occurs. With the reference to (Central Bureau of Statistics, 2020), the number of unemployment per February 2020 reached 6.88 million people. This number increased by 0.06 million equaled 60 thousand people (<http://www.bps.go.id>). The high number of human resources' job-seeking and the reducing number of jobs caused by the usage of sophisticated technology leads to the increasing number of unemployment.

Nurse is a skill-required profession with the responsibility and authority of giving nursing care/service to an individual, family, and community in terms of health-recovery. To date, nurse is viewed as a professional who works for a hospital or health-based institution, and will only be a worker paid with monthly salary. With this change of era that heads to the usage of sophisticated technology, a nurse owns a large opportunity to become an entrepreneur. Being equipped by skills in service and nursing, a nurse must be able to make it an opportunity and excellence in starting a business.

In solving and reducing the number of unemployment, entrepreneurship becomes an alternative choice. Being an entrepreneur means to create jobs hence the unemployment reduces. People who own the ability in creating something that has never existed previously, or creating the difference from a specific previous matter, are called entrepreneurs (Kashmir, 2013) as cited in (Wirajaya et al., 2018). According to (Suryana, 2003), "As seen from the scope, entrepreneur has two functions i.e. macro and micro functions". On a macro basis, entrepreneur acts as a driving force, a controller, and a national economic booster. Meanwhile on a micro basis, the role played by entrepreneur is to become the bearer of risk and uncertainty, to combine resources into a new and different method in creating added value and new businesses. In performing its micro functions, "Entrepreneur generally plays two roles i.e. an innovator and planner.

Nurse's fearlessness in becoming an entrepreneur may minimize the number of unemployment and poverty. Intention can be defined as something that arouses attention to a particular matter. Intention indicates what people desire, what they do, and what those people like. Each action done by a person with the intention on a particular matter would lead them to that said intention (Sumadi, 2017), refers to the data collected from the Central Bureau of Statistics in 2016 stated that from 252 million people of the population, the number of consistent nonagricultural entrepreneur reached 7.8 million people or equaled to 3.1% (depkop, 2017) as cited in (Wirajaya et al., 2019). With a minor opportunity of competition, entrepreneurship insists the consistency in doing the activities and requires the bravery of risk-taking with accurate calculation, in addition to strengthen the entrepreneurial intention, human resources in general and students in particular, requires a strong desire in rising the motivation and attitude within the selves. (Gerungan, 1996) defines motivation as stimulus within humans that causes him to do something. Meanwhile (B. Uno, 2008) stated "Motivation is a basic impulse that drives a person in their behavior. This impulsion is found in a person to drive them to do things in line with the impulsion within". According to (Winarno, 2011), "Employees' entrepreneurial attitude is their cognitive, affective, and conative tendency on working that leads to the effort of seeking, creating, and implementing work methods, technology, and new products by improving efficiency, giving supreme service, or obtaining higher profit".

Regarding the background described above, the researcher intended to see further on the influence of attitude and motivation of STIKES Bina Usada Bali's Nursing Students to their entrepreneurial intention.

METHODS**a. Design of the Research**

This research implemented a correlational research design along with cross sectional research design, emphasizing on observational measurement time of independent and dependent data variable only once at a time. In this type, the independent and dependent variable were simultaneously assessed at a specific time. Of course not the entire research subjects must have been observed on a same day or time, but both the independent and dependent variable were assessed only once.

b. Population and Sample

Population is the entire number of objects/subjects that owns a particular quality and characteristics (Sugiyono, 2014). The population used in this research was the entire students of STIKES Bina Usada Bali who had had the Entrepreneurship Course, equaled to 100 students.

Sample is part of the amount and characteristics owned by the population. Sample consists of reachable part of population that can be used as research subjects through sampling (Sugiyono, 2014). The sample in this research was taken by applying a total sampling technique where the entire population were used as respondents, equaled to 100 students.

c. Instrument of the Research

The tool used in the data collection of this research was measurement sheets of attitude, motivation, and entrepreneurial intention on students, being accomplished by list of questions in questionnaire-formed organization. The type of questions being listed was closed-end items where the questionnaires contained written questions which the options of answers had been provided, to be given a check mark () for each relatable answer. The questionnaire of attitude, motivation, and entrepreneurial intention used Likert scale modified by excluding the in-the-middle answer. (Sutrisno, 1991) describes that the answer located in the middle of the Likert scale could be multiply interpreted, which leads to the tendency in selecting the in-the-middle answer and distorting the tendency of respondents' answers in moving towards the state of either frequent or extremely infrequent.

d. Procedure of Data Collection and Data Analysis

The data collection was done in September 2020. The process was to give description to the students about the objectives and benefits of the research, to give informed consent sheets as form of respondents' agreement to become respondents which for them to give their signature on the agreement sheet, to accompany the respondents by giving further explanation for unclear matter, to execute the fulfillment of the questionnaire sheets in terms of making sure that the entire questions had been answered where no questionnaire was allowed to be brought home by the respondents. The data obtained from the questionnaire-filling was later tabulated corresponding the decided steps of data processing.

The data analysis used in this research was the Kendall's Tau correlation coefficient. This analysis was crucial in the search of influence and in the hypothesis-testing between two or more variable, when the data was in the form of ordinal or ranking.

RESULTS

The collected data were analyzed using the univariate and bivariate analysis as follow.

1. Univariate Analysis

This analysis was done to illustrate the respondents' characteristics regarding age and gender, the result of attitude, motivation, and entrepreneurial intention distribution. The result of respondents' characteristics analysis are clarified in the table below.

Table 1. The distribution of respondents' frequency based on age & gender of nursing students of STIKES Bina Usada Bali

| Characteristics | F | % |
|-----------------|----|----|
| Age | | |
| 19 years old | 78 | 78 |
| 20 years old | 22 | 22 |
| Gender | | |
| Male | 15 | 15 |
| Female | 85 | 85 |

Based on table 1 above, it can be understood that out of 100 respondents participated in this research, 78 respondents (78%) aged 19 were dominating while regarding the gender, the result is dominated by females with the number of 85 respondents (85%).

Table 2. The frequency distribution of STIKES Bina Usada Bali's nursing students' attitude and motivation.

| Variable | F | % |
|-------------------|----|----|
| Attitude | | |
| Moderate | 39 | 39 |
| Excellent | 61 | 61 |
| Motivation | | |
| Moderate | 37 | 37 |
| Excellent | 63 | 63 |

Based on the table 2 figured above, it can be understood that 61 respondents (61%) showed an excellent level of attitude. The respondents with high-motivation equals to 63 respondents (63%).

Table 3. The frequency distribution of STIKES Bina Usada Bali's nursing students' entrepreneurial intention.

| Variable | F | % |
|------------------|----|----|
| Intention | | |
| Moderate | 28 | 28 |
| Excellent | 72 | 72 |

Based on table 3 above, it can be understood that most responded with excellent level of intention, equals to 72 respondents (72%).

2. Bivariate Analysis

As has been elaborated in the first chapter specifically in the previous objective, this research is aimed to identify the influence of attitude and motivation of STIKES Bina Usada Bali's nursing students to their entrepreneurial intention. The analysis resulted in The Influence of Attitude and Motivation of STIKES Bina Usada Bali to Their Entrepreneurial Intention is elaborated in the table below.

Table 4. Attitude and Motivation towards Entrepreneurial Intention

| Variable | Entrepreneurial Intention | |
|-------------------|---------------------------|-----------------|
| | Moderate f (%) | Excellent f (%) |
| Attitude | | |
| Moderate | 28 (71,8) | 11 (28,2) |
| Excellent | 0 (0,0) | 61 (100,0) |
| Motivation | | |
| Moderate | 27 (73,0) | 10 (27,0) |
| Excellent | 1 (1,6) | 62 (98,4) |

Based on table 4 above, it can be seen that most respondents were showing high level of entrepreneurial attitude and high entrepreneurial intention (100%). Most respondents were highly motivated in entrepreneurship that they had high level of entrepreneurial intention (98.4%).

Table 5. Analysis on the Influence of Attitude and Motivation of STIKES Bina Usada Bali's Nursing Students to Their Entrepreneurial Intention

| Variable | Entrepreneurial Intention | Attitude | Motivation |
|----------------------------------|---------------------------|----------|------------|
| Entrepreneurial Intention | | | |
| Correlation Coefficient | 1 | 0,780 | 0,768 |
| Sig. (2-tailed) | | <0,0001 | <0,0001 |
| Attitude | | | |
| Correlation Coefficient | 0,780 | 1 | 0,958 |
| Sig. (2-tailed) | <0,0001 | | <0,0001 |
| Motivation | | | |
| Correlation Coefficient | 0,768 | 0,958 | 1 |
| Sig. (2-tailed) | <0,0001 | <0,0001 | |

Based on table 5 shown above, it can be obtained resulting in H_0 being accepted, meaning that there is a significant and strong influence between attitude and entrepreneurial intention owned by nursing students. The higher the entrepreneurial attitude on the nursing students indicates their higher entrepreneurial intention (with the value of $r = 0.780$; $p < 0.0001$). Likewise, the motivation variable and entrepreneurial intention. There found a significant and strong influence between nursing students' motivation and their entrepreneurial intention with the value of $r=0.768$ and $p < 0.0001$.

DISCUSSION**1. The illustration of the influence of attitude and motivation of STIKES Bina Usada Bali's nursing students to their entrepreneurial intention**

The subjects used in this research were the nursing students of STIKES Bina Usada Bali. Referring to the frequency distribution of entrepreneurial attitude, it results in 61 students (61%) to show an excellent entrepreneurial attitude while the other 39 students (39%) showed moderate level of entrepreneurial attitude. This particular state means that most nursing students of STIKES Bina Usada Bali own the entrepreneurial attitude such as desiring challenging, interesting, and motivating jobs as well as having the freedom and becoming their own boss. This is corresponding the opinion by Geoffrey G. Merredith as cited in (Suryana, 2013) who revealed six entrepreneurship characteristics and traits used as reflection of an entrepreneur's attitude which are: believe and be optimistic, duty-and-goal oriented, risk-taking fearless, and fond of challenges, leadership, originality, and become future-oriented.

The result obtained from frequency distribution of entrepreneurial motivation shows 63 students (63%) of having the high motivation in entrepreneurship meanwhile the other 37 students (37%) showed the possession of moderate motivation in entrepreneurship. This certain condition indicates that most nursing students of STIKES Bina Usada Bali owned the motivation of becoming entrepreneurs explicitly the desire of success and the state of being challenged in working by releasing all creativity, in correspondence with the statement opined by (B. Uno, 2008) on the indicator of entrepreneurial motivation to be used as motivations for entrepreneurs in the presence of i.e. passion on the desire of success, entrepreneurial impulsion and needs, hopes and dreams of future, rewards in entrepreneurship, and interesting activities in entrepreneurship.

As the result of this research, 72 students (72%) showed high entrepreneurial intention while the other 28 students (28%) showed moderate entrepreneurial intention, signifies that most nursing students of STIKES Bina Usada Bali reflected the entrepreneurial intention as they preferred working for their own selves instead of for other people, and as they wanted to change their social status as well as increasing their incomes. This particular condition is equivalent to the opinion stated by (Ajzen, I., 2005) on the revelation that measurement of intention must contains four elements i.e. behavior, target, situation, and time. Another important thing to be considered in the measurement of intention is target specification rank.

2. The influence of attitude and motivation of STIKES Bina Usada Bali's nursing students on their entrepreneurial intention

The influence of attitude and motivation of STIKES Bina Usada Bali's nursing students on their entrepreneurial intention was analyzed by using statistic test with Kendall's Tau correlation which resulted that the more excellent the entrepreneurial attitude relevantly indicates the higher entrepreneurial intention on the students (with the value of $r = 0.780$; $p < 0.0001$). Likewise, the variable of motivation and entrepreneurial intention gave a significant and strong influence between the nursing students' motivation and their entrepreneurial intention with the value of $r = 0.768$ and $p < 0.0001$. What resulted in this research is in line with a previous research done by (Deri, 2016) entitled "Entrepreneurial Intention among Students (Study: Students of Regular Program of the Faculty of Economic and Business of Udayana University) that declared if the four independent variables (subjective norms, entrepreneurial attitude, perception of behavior

control, and the need for achievement) were positively and significantly influencing the entrepreneurial intention on students of Regular Program of Udayana University's Faculty of Economic and Business. This research is corresponding the research done by (Sumadi, 2017) under the title of "The Influence of Attitude, Motivation, and Environment to Entrepreneurial Intention" showing that attitude and motivation gave positive and significant influence to the entrepreneurial intention. This research is as well compatible with a research (Paramitasari, 2016) stating that there was a positive and significant influence of entrepreneurial motivation to the interest in entrepreneurship equaled to 58% shown by the coefficient of determination of $R^2_{xly} = 0.580$, while entrepreneurial knowledge did not influence the interest in entrepreneurship, shown by the value of $p(\text{sign}) = 0.587 > 0.05$, and there was a positive and significant influence of both entrepreneurial motivation and entrepreneurial knowledge in a simultaneous way to the interest in entrepreneurship equaled to 59.7% shown by the coefficient of determination of $R^2_{y(1,2)} = 0.597$.

The result obtained in this research is in line with a research done by (Winarsih, 2014) entitled "Interest in Entrepreneurship in Terms of Entrepreneurial Motivation and Attitude on Students of the Accounting Education Study Program, Faculty of Teaching and Education Study, Muhammadiyah University of Surakarta, Class of 2011/2012" clarifying that the result of regression analysis obtained a regression equation of: $Y = 22.116 + 0.178X_1 + 0.425X_2$ which indicated that the interest in entrepreneurship was influenced by entrepreneurial motivation and attitude. The conclusion obtained from this previous said research are as of: 1) Motivation is significantly influential to the interest in entrepreneurship on students of the Accounting Education Study Program, Faculty of Teaching and Education Study, Muhammadiyah University of Surakarta, Class of 2011/2012. Based on the test of t, it was obtained that $t \text{ count} > t \text{ table}$ i.e. $1.997 > 1.979$ ($\alpha=5\%$) and the significance value < 0.05 i.e. 0.048. 2) Entrepreneurial Attitude is significantly influential to the interest in entrepreneurship on students of the Accounting Education Study Program, Faculty of Teaching and Education Study, Muhammadiyah University of Surakarta, Class of 2011/2012. Based on the test of t, it was obtained that $t \text{ count} > t \text{ table}$ i.e. $4.286 > 1.979$ ($\alpha=5\%$) and the significance value < 0.05 i.e. 0.000. 3) Entrepreneurial motivation and attitude are significantly influential to the interest in entrepreneurship on students of the Accounting Education Study Program, Faculty of Teaching and Education Study, Muhammadiyah University of Surakarta, Class of 2011/2012. Based on the test of F, it was obtained that $F \text{ count} > F \text{ table}$ i.e. $20.859 > 3.069$ on the significance level of 5%. 4) The X_1 variable gave relative contribution equaled to 26.8% and effective contribution equaled to 6.7536a5, the X_2 variable gave relative contribution equaled to 73.2% and effective contribution equaled to 18.4464%. 5) From the calculation results of R, 0.252 was obtained, meaning that 25.2% of interest in entrepreneurship was influenced by the entrepreneurial motivation and attitude, and the rest 74.8% was influenced by the variable outside the research.

CONCLUSION

Motivation and entrepreneurial intention give significant and strong influence between nursing students' entrepreneurial motivation and their entrepreneurial intention. This research is expected to arouse students' intention on starting to become entrepreneurs and is expected to guide and lead the students in taking the available chances to develop the skills of entrepreneurship in general and of entrepreneurship in nursing in particular. The

future researchers are expected to add up other variables to strengthen the results of previous researches.

CONFLICTS OF INTEREST

The authors have no conflicts interest to disclose.

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