

Intervention of Entrepreneurship Values to Improve Entrepreneur Interest on Persons with Disabilities

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Abstract

This paper aims to know the entrepreneurship interest on the disabilities and the impacts of this entrepreneurship values intervention on their entrepreneur interest. Data is collected from standardized questionnaire of entrepreneurship interest including attention, interest, desire, decision and action with reliability level of 0.892. Data is analyzed on the normality, then using paired samples t-test to know the impacts of provided treatment. Results of this study show that (1) the intervention of entrepreneurship values can improve entrepreneur interest on the disabilities in Surakarta; (2) before treatment, the level of entrepreneur interest on the disabilities is in medium-to-low level with the percentage of 86.99%; (3) the level of entrepreneur interest after treatment is improving to percentage of 82.05%.

Keywords: Entrepreneurship values, entrepreneur interest, disabilities.

1. Research Background

Law Number 8 of 2016 describes the regulated rights by this country. The purpose of this law is to eliminate differences disabled people in society. This difference is also expected to disappear in the acquisition of welfare especially in the economic field where many limitations possessed by part of this society (Kurniawati, & Nurharjanti, 2020).

Disabilities can have impacts for the person in influencing socio-economical outcome, where there is evidence that inclusive entrepreneur for disabilities is effective to help disabilities to participate in entrepreneurship (Maritz & Laferriere, 2016). Entrepreneurship for disabilities is a discrimination consequence in work with benefits like freedom of obstacles and disabilities-caused loss in accessing capital (Kannan, 2015). To entrepreneur has potential in overcoming the obstacle, even for the disabilities who can categorized into three, they are financial, social and personal, so that there will be barrier for a person with disabilities to involve in entrepreneurship activities (Halabisky, 2014; Renko, Parker Harris & Caldwell, 2016; Maritz & Laferriere, 2016).

Data on disability in Indonesia is classified as poor in 2009, in which mounting of 1,541,941 disabilities (Kasim, Frasiska, Lusli & Okta, 2010). Entrepreneurship is main solution to activate the disabilities from dependencies and poverty (Falch & Harnaes,

2012; Oyewumi & Adeniyi, 2013; Maziriri & Madinga, 2016). Thus, entrepreneur is a way for the disabilities to meet their life need according to their own preference and destiny (Harris, Renko & Caldwell, 2013). Entrepreneurship for persons with disabilities is the value needed to start a business or the process of doing something new and different (Aminah, Suprihatiningrum & Hanjarwati, 2015). Besides, entrepreneur will have positive impact for their life (Gage, 2012; Balcazar, Kuchak, Dimpfl, Sariepella & Alvarado, 2014) and able to contribute in economic growth if they have sufficient work opportunity or entrepreneurship as a productive human capital (Osman, Rahim, Yusof, Noor, Lajin & Jalaluddin, 2016).

Research from several researchers proves that entrepreneurship is important for people with disabilities to overcome unemployment problems, improve welfare, implement talents and interests, and open job opportunities for other disabilities (Firdaus, 2021; Sukaris & Mustika, 2018; Firdaus & Hasanah, 2018; Abu Bakar, Mohamad, Abdullah, & Sulaiman, 2016). Before they enter entrepreneur arena, they need to improve their interest on entrepreneur, where the interest on entrepreneur is an aspect to be maintain for the disabilities (Abbas & Md Khair, 2017). Entrepreneur interest can be stated in varied terms like entrepreneur motivation, entrepreneur desire and entrepreneur intention (Zulianto, 2014).

Entrepreneurial interest is a tendency of the heart within someone to create a business which then organizes, organizes, sacrifices and develops the business it makes (Kurniawan, Khafid, & Pujiati, 2016) A theory to develop an interest is AIDA (Attention, Interest, Desire, Action), where attention is focus on attitude and appearance to rise the interest, interest is a point of emerging desire, desire is the will to hold certain activities due to the interest-emerging consequence in decision making and action is the applied real action (Hoeffler, Bloom & Keller, 2010; Lee, Song, Lee & Petric, 2018) and decision is preference to be taken and adopt in the action (Zulianto, 2014).

A case study by Pratama and Lestari (2017) shows that the barriers to entrepreneurial motivation for disabilities include lack of capital, unfulfilled customer desires, and laziness. This is also determined by the background of his life that comes from the lower classes. The current regulation is through Law Number 8 of 2016 concerning Persons with Disabilities, the Government seeks to accommodate disability, one of which is entrepreneurship. The focus of this study is, firstly, to know the level of disabilities' entrepreneurship interest and whether this entrepreneurship values have influence to improve their entrepreneurship interest?

Entrepreneurship values is made as a model with its impact to make a person make a decision to be entrepreneur (Fritsch & Rusakova, 2012). Entrepreneurship value can be taught to a person to start a business by training in form of entrepreneur experience and facilities playing a role for the entrepreneur value can be developed, so that participant in entrepreneurship can involve and interact with reality and success entrepreneurs (Samah

& Omar, 2011; Abaho, 2013). After literature description, the hypothesis to be proposed as focus of study is suspected that there is an influence of entrepreneurial value on increasing entrepreneurial interest for people with disabilities.

2. Research Method

This study uses social science research with One Group pretest-posttest design, where this study is aimed to know the influence of a treatment provided to research subject. Three philosophies in research are positivism, subjectivism or interpretivism and critical realism philosophies.

Instruments in this research are standardized. Questionnaire of entrepreneurship interest is adapted from a study by Zulianto (2014) with reliability of 0.892. this questionnaire measures the disabilities' entrepreneurship interest, in which including attention, interest, desire, decision and action.

Research subject is the disabilities at the age of 16-23 years in Surakarta city, Indonesia, amounted of 39 respondents. For research procedures, the first is pretest using entrepreneurship interest questionnaire. Then treatment to provide training to develop their entrepreneur interest through entrepreneurship values, including local business introduction, self-employment benefits, capability to observe market segments, business formulation, innovative expertise in product making, entrepreneurship mental capabilities, capital efforts with motivational video, real experience, field practices and local business observation and also private business solution presentation for the disabilities. After treatment, there will be posttest questionnaire provided. Entrepreneurship interest questionnaire is distributed to 39 disabilities, the deaf, mild mental disabilities, person with physical disorders and person with learning difficulties. The questionnaire is used to know the score of entrepreneur interest before and after treatment

After data collection, then data is entered and processed using SPSS for parametric test. Data analysis by parametric statistic test with paired sample t-test is to compare the values of two questionnaires, between pre- and post-test. Data is descriptively outlined to know the level of entrepreneurship interest on the disabilities before pretest and posttest, using table and chart to compare the values of pretest and posttest.

3. Result

The followings are the results of pretest and posttest data:

3.1 Normality Test

Normality test is used to know whether the distribution of data variable in a study is normal or not. Pretest and posttest normality test uses Shapiro-Wilk.

Table 1. Result of Normality Test

Tests of Normality			
	Shapiro-Wilk		
	Statistic	f	Sig.
Pretest	,959	9	,160
Posttest	,951	9	,087
a. Lilliefors Significance Correction			

The table shows that by Shapiro-Wilk normality test, pretest has P_{value} of 0.160, and posttest has 0.087. Both have $P_{\text{value}} < 0.05$ meaning that it can be concluded they have normal distribution for differential test by paired sample t-test can be applied.

3.2 Results of Paired Sample t-Test

Paired sample t-test in this study is to proof that the treatment, that is by entrepreneurship values to improve entrepreneur interest for disabilities. Results of paired sample t-test can be described as follows:

Table 2. Results of Statistic Test using Paired Sampling t-Test

Paired samples test									
		Paired Differences					df		Sig. (2-tailed)
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Pair 1	pretest - posttest	-21,256	3,690	,591	-22,453	-20,060	-35,974	38	,000

From the above table, we can observe that the results of paired sample t-test shows significant value (2-tailed) = 0.000. Probability value from analysis test if to be compared with predetermined probability test is $\alpha = 0.05$, so that Z_{count} probability in this study lower than predetermined probability ($0.000 < 0.005$). Because Z_{count} probability is lower than the predetermined, it means that entrepreneur value intervention can improve entrepreneurship interest for the disabilities.

3.3 Descriptive Analysis

This study provides questionnaire to 39 disabilities in Surakarta city, to be analyze with results as follows:

3.3.1 Results of Pretest

Based on field study results on 39 persons with disabilities, the followings are the results of pretest on their entrepreneur interest.

Table 3. Results of Entrepreneur Interest Pretest on Persons with Disabilities

Name (Initial)	Score	Name (Initial)	Score	Name (Initial)	Score	Name (Initial)	Score
GH	24	TU	22	AI	29	TS	26
DN	16	NU	24	GI	19	AN	17
DI	19	IS	28	YE	24	TI	17
EK	24	FE	30	IN	25	ZA	16
NI	25	PU	26	RO	21	FR	20
AD	26	IB	18	AL	21	KE	18
GU	26	YO	22	BR	16	MA	24
VI	23	FB	26	DY	19	TY	22
HU	22	GM	27	LT	18	NO	16
LU	25	AV	21	HA	22		

Results of pretest can be described in diagram as follows:

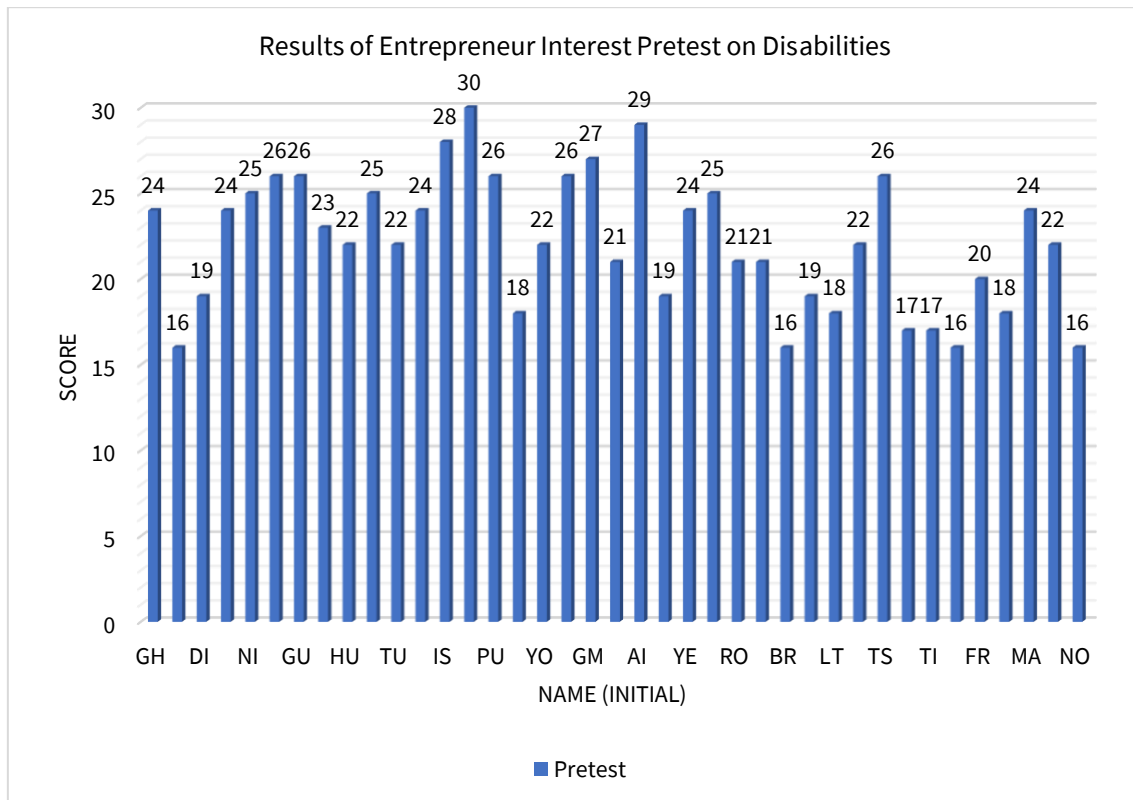


Figure 1. Results of Entrepreneur Interest Pretest on Persons with Disabilities

The abovementioned data is to be described and categorized into entrepreneur interest achievement on persons with disabilities before treatment. The following is the

data description of entrepreneurship interest on persons with disabilities in Surakarta city.

Table 4. Score of Entrepreneurship Interest on Persons with disabilities before Treatment

Descriptive Statistics					
	N	Min	Max	Mean	Std. Deviation
Pretest	39	16	30	22,15	3,897
Valid N (listwise)	39				

Table 5. Categorization of Entrepreneurship Interest Achievement on Persons with disabilities

Range of Value	Category	Subject	
		Amount	Percentage (%)
$X < 18$	Low	6	15.38%
$18 \leq X \leq 26$	Middle	29	74.36%
$X > 26$	High	4	10.26%

Based on table 4 and 5, there observed that the average value of entrepreneurship interest on persons with disabilities is of 22.15 and in medium level of category. Based on the above empirical fact, we can see those persons with disabilities with entrepreneur interest in middle to lower level is 89.66% or of 35 persons with disabilities, while those with high interest is 10.26% or of 4 persons with disabilities. It shows that most persons with disabilities have low entrepreneurship interest. At least 89.66% persons with disabilities have low entrepreneurship interest. From the table, we can also obtain information that most persons with disabilities have their attention, interest, desire and decision on and to be entrepreneur, up to low business actor.

3.3.2 Results of Posttest

Posttest results is provided in the following table.

Table 6. Results of Entrepreneurship Interest on persons with disabilities

Name (Initial)	Score	Name (Initial)	Score	Name (Initial)	Score	Name (Initial)	Score
GH	50	TU	44	AI	45	TS	40
DN	34	NU	48	GI	42	AN	40
DI	36	IS	50	YE	44	TI	38
EK	50	FE	46	IN	42	ZA	42
NI	45	PU	44	RO	48	FR	44
AD	49	IB	40	AL	44	KE	35
GU	50	YO	45	BR	42	MA	45
VI	44	FB	43	DY	36	TY	42
HU	48	GM	42	LT	37	NO	38
LU	48	AV	50	HA	43		

Results of posttest can be described as follows

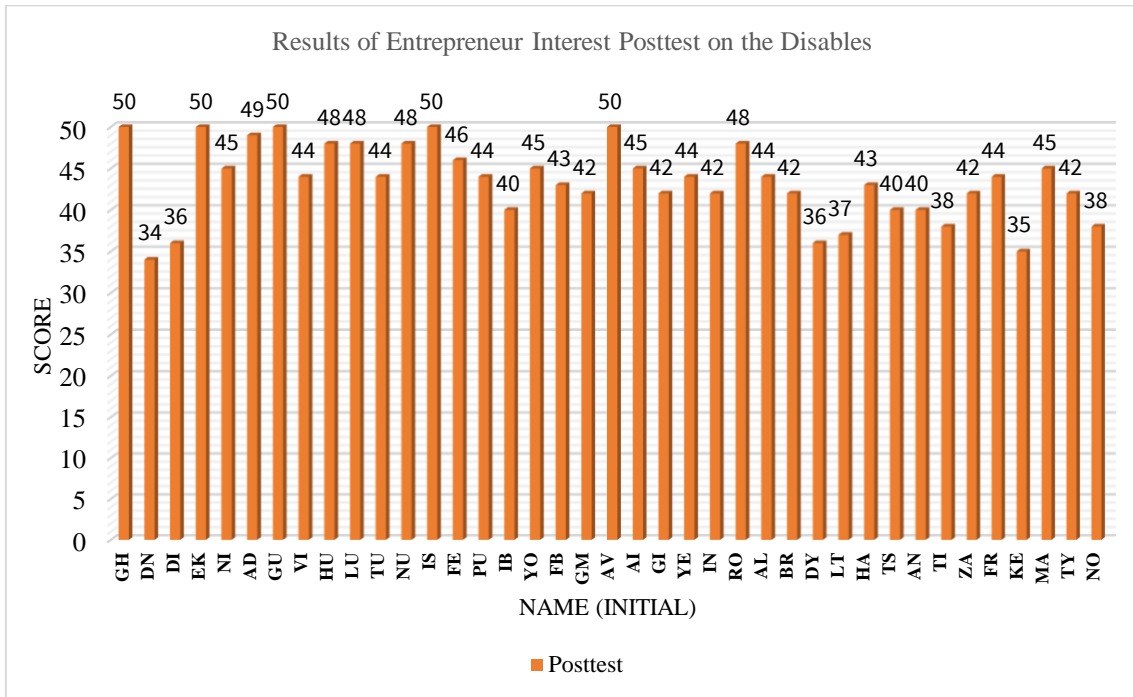


Figure 2. Results of Entrepreneur Interest Posttest on persons with disabilities

The data is described and categorized after the entrepreneur value intervention. Data description of entrepreneur interest on persons with disabilities and data category of entrepreneurship interest after intervention are as follows:

Table 7. Score of Entrepreneurship Interest on Persons with disabilities after Treatment

Descriptive Statistics					
	N	Min	Max	Mean	Std. Deviation
posttest	39	34	50	43,41	4,494
Valid N (listwise)	39				

Table 8. Data Categorization of Entrepreneur Interest on Persons with disabilities

Range of Value	Category	Subject	
		Amount	Percentage (%)
$X < 39$	Low	7	17.95%
$39 \leq X \leq 47$	Middle	22	56.41%
$X > 47$	High	10	25.64%

Based on Table 7 and 8, we can observe that the average value of entrepreneurship interest on persons with disabilities is of 43.41 and in medium level category. Based on the above empirical fact, the increment of entrepreneur interest from the value and categorization value span is higher than from pretest value, which then can be observed that persons with disabilities has middle to high level of entrepreneurship interest of 82.05% or of 32 persons with disabilities, while for high category is 25.64% or of 10 persons

with disabilities. It shows that after the intervention, persons with disabilities has increasing tendency after the intervention. At least 82.05% persons with disabilities still have low entrepreneurship interest. Therefore, we can understand that after intervention, persons with disabilities has higher entrepreneurship interest, in which including high attention, interest, desire, decision up to action to be entrepreneur.

3.3.3 Analysis of Pretest and Posttest Results

The following is the diagram of entrepreneurship interest on persons with disabilities before and after treatment:

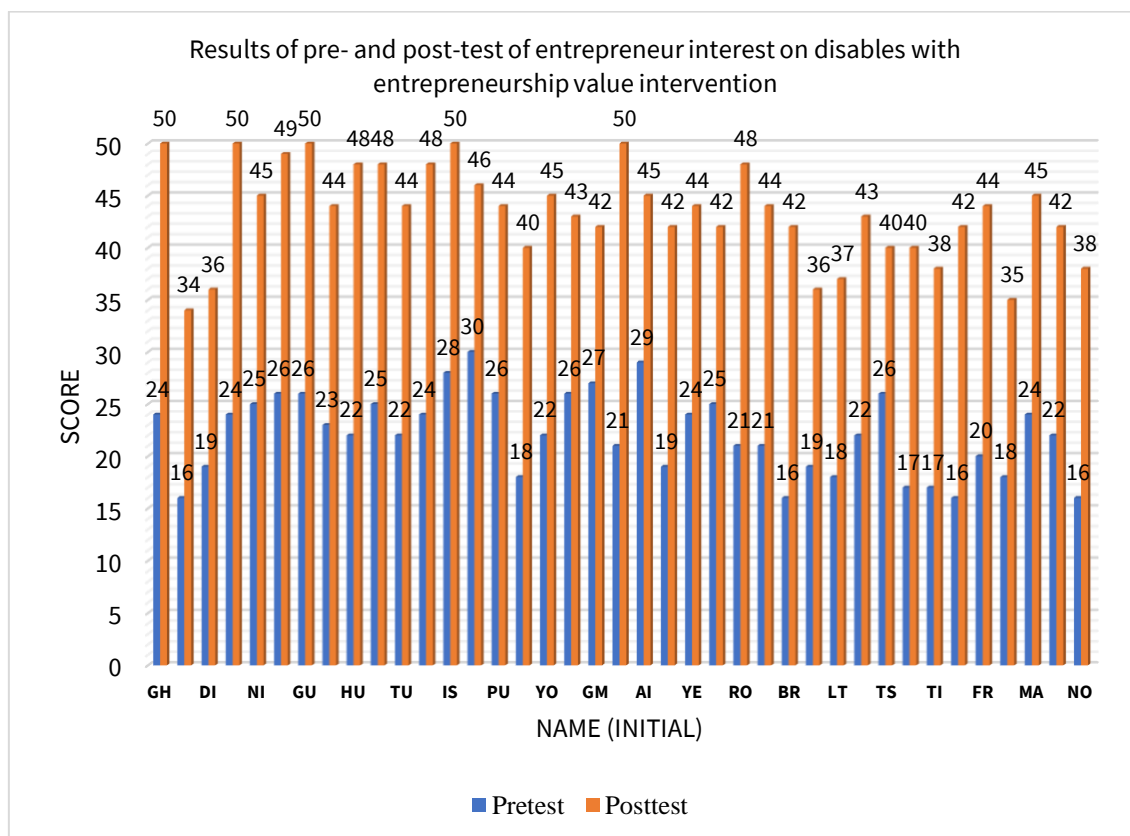


Figure 3. Results of pre- and post-test of entrepreneur interest on persons with disabilities with entrepreneurship value intervention.

From the results of pre- and post-test, there can be known that each disable has significant score increase. It can be observed in the above diagram. It shows that by the entrepreneur value intervention, it can increase their interest in entrepreneurship. This intervention can also work due to support from surrounding environment so that they have more spirit in learning.

4. Discussion

Based on the results of study, it can be known that entrepreneurship value intervention provides significant influence on the interest. We can see from pretest average score of 22.15 with significant increase on posttest to be 43.41. Results of paired

sample t-test also shows that Z_{count} probability in this study is lower than predetermined probability ($0.000 < 0.005$), so it can be concluded that entrepreneurship value intervention can improve entrepreneurship interest.

Also, from the results of study we can observed that entrepreneurship interest achievement tends to middle to low with percentage total of 89.66%, meaning that on pretest, persons with disabilities have low entrepreneur interest. It can be caused by several factors like less knowledge on entrepreneurship, limited information in holding business, less courage in self-employing and unable to look for business opportunity in surrounding environment, so that persons with disabilities tend to have interest to be worker, even there is so much more chance to build their income from entrepreneurship. Entrepreneurship becomes evidence for disability, so as to be able to reject the negative stigma about those who are powerless and need to be pitied. With entrepreneurship, persons with disabilities are able to prove themselves able to live independent economically, and can create job opportunities for other people with disabilities to work and be able to earn a living (Firdaus & Hasanah, 2018).

In educational institution, persons with disabilities are only had vocational learning directed as worker not self-employer. It can influence on their mindset that after they grown, they will be oriented to work, then knowledge on information of business opportunities is also minimum to be accessed by persons with disabilities so that it hinders their desire to be self-employer. Thus, entrepreneurship interest on persons with disabilities is very low. Therefore, the authors provide entrepreneurship value intervention which is expected to improve their entrepreneurship interest in Surakarta city.

Entrepreneurship value intervention is conducted for a month to improve the attention, interest, desire, decision and action to be self-employer to persons with disabilities in Surakarta, in convenient method like video presentation with materials to provide business opportunity information, methods in self-employing, and also building self-interest to be self-employer; then the author is also holding simulation and practices or direct internship in work field with persons with disabilities, like selling products to improve their life skill in entrepreneurship which eventually influencing their interest to work independently. Thus, entrepreneurship value in individual will be expected to improve entrepreneurship interest for persons with disabilities in Surakarta.

After treatment, persons with disabilities will have better entrepreneurship interest than before treatment. It can be observed from posttest result where the average score has increase of 43.41 and the data of entrepreneurship interest achievement on persons with disabilities tends to medium to high with the total of 82.05% with higher score than before intervention. Therefore, it can be concluded that entrepreneurship interest on persons with disabilities in Surakarta is better if compared before the treatment.

One example of a successful disabled entrepreneur in Surakarta is Sri Hartatik who is successful as an entrepreneur (Kemsos, 2020). Ahmad Sa'ad who has physical ability but can be successful in doing handicraft business at school. Then Ahmad who is a disabled person, besides being an athlete, he also has micro, small, and medium businesses in the field of school bag crafts (Listy, 2018). Meanwhile, the disabled caring community in Indonesia in helping persons with disabilities to become entrepreneurs is the Disabled Caring Communication Forum (FKMPD) which assists the disabled community in Klaten for entrepreneurship (Kusasih & Sumarmawati, 2019). FKMPD is a non-governmental organization that cares for people with disabilities who have the ability and interest in developing creativity in the economy, especially in the business sector that has economic value (Kurniawati, & Nurharjanti, 2020). Another community that cares about people with disabilities is the community of friends with disabilities. People with disabilities, especially in the Friends of Diffability Community are directed to become entrepreneurs so they don't depend on other people. In addition, they are encouraged to empower themselves and earn income from their business (Mutiah, & Astuti, 2018).

The influencing factors on entrepreneurship interest are the knowledge or insufficient learning on self-employing for persons with disabilities and less personal initiative to be entrepreneur so that the action is consequently low. Entrepreneur learning or pedagogy for persons with disabilities is influencing the action in entrepreneurship so that their personal initiative can be emerged (Reuel Johnmark, Munene & Balunywa, 2016). The nonexistence of business actors with disabilities is also influencing the lower interest. It is due to persons with disabilities tends to work by him/herself so that they will face difficulties in running their own self business (Renko, Harris & Caldwell, 2016).

High entrepreneurship interest on persons with disabilities is expected to make their life independency where persons with disabilities are able to hold better adaptation between their weakness and work life in more flexible way, both in its working hours and location, so that it can provide them empowerment because self-employing will provide individual more opportunities to control their weakness and more active participation in social and economy (Jones and Latreille, 2011; Meager and Higgins, 2011; Halabisky, 2014). By different individual capability and better entrepreneurship interest, it certainly provides benefits for persons with disabilities because they free to control their working hours and can work flexibly but still have independence and decent life. Persons with disabilities are considered as natural business actors because they can stimulate themselves to be innovative and creative, communicate and overcome their own problems. Therefore, if they have equal opportunity, they can also successful as entrepreneur in same level with normal people (Pedersen, 2013). It is expected by the high entrepreneurship interest, persons with disabilities can have independent life and decent income and also able to improve their skill to create their own work field.

5. Conclusions and Implications

Individual has their own uniqueness, including persons with disabilities. Although different, but they have capacity and rights to life well in the future. Persons with disabilities with their deficiencies have low entrepreneur interest due to internal and external factors. Besides their deficiencies, the influencing factor on their entrepreneurship interest is the learning condition which will support them to obtain knowledge and able to have personal initiative to entrepreneur. Although with persons with disabilities, they are able to run business and compete with other entrepreneurs. By this entrepreneur value intervention, according to their necessity and capability, it is in fact that entrepreneurship interest on persons with disabilities can be improved. They are able to run business independently and have more desire to be self-employed.

This study contributes that by entrepreneurship value intervention, it can improve entrepreneurship interest for persons with disabilities. Such also, the next study, it is important for related institutions, like school, to be more active in implementing trainings to support persons with disabilities to be entrepreneur so that they can make decision according their talent and interest, and for the government to provide access and policies to support persons with disabilities to entrepreneur, so that it is expected for persons with disabilities are not only the worker, but they can also create their own work field.

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