Vol. 9 No.1, Year 2023, 107 – 128

JIMFE (Jurnal Ilmiah Manajemen Fakultas Ekonomi)
https://journal.unpak.ac.id/index.php/jimfe/index
E-ISSN: 2502-5678; P-ISSN: 2502-1400

NALYSIS OF POLICIES AND STRATEGIES FOR YOUTH ENTREPRENEURSHIP DEVELOPMENT

Hamzah[1], Suhendi[2], Agustian Burda[3]
[1]Universitas Pakuan, Bogor, Indonesia, [2]IPB University, Bogor, Indonesia, [3]STIE Indonesia, Jakarta, Indonesia
Correspondence e-mail: [1]hamzah.fe@unpak.ac.id

Article history:

Submitted:
February 15, 2023
Revised:
June 14, 2023
Accepted:
June 30, 2023

Jel Classification:
L26

Keywords:

Analytical Hierarchy Process; daya saing; pemuda; Strategic Assumption Surfacing and Testing; wirausaha

Kata kunci:

Analytical Hierarchy Process; competitiveness; entrepreneur; Strategic Assumption Surfacing and Testing; youth.

How to cite:

Hamzah, Suhendi, Burda, A. (2023). Analysis Of Policies And Strategies For Youth Entrepreneurship Development. JIMFE (Jurnal Ilmiah Manajemen Fakultas Ekonomi), 9(1), 107128. DOI: 10.34203/jimfe.v9i1.7172

ABSTRACT

The purpose of this research is to map the issues and formulate a youth entrepreneurship development strategy. This research is a policy analysis research based on expert justification. Experts are determined deliberately and are key people, who really understand and contribute to the development of youth entrepreneurship, as well as representatives from government, practitioners, researchers, and academics. The research method used is descriptive analysis, Strategic Assumption Surfacing and Testing (SAST), and Analytical Hierarchy Process (AHP) methods. The results of the study indicate that there are factors that must be considered in formulating policies on the issues discussed including policy issues related to improving youth entrepreneurial skills so that they are competitive; policy on the need for databases on national and spatial entrepreneurship; as well as issues of development integration policies and strategic priorities for entrepreneurship in Indonesia. The implication of this research is to improve competitive skills through well-targeted programs and capital assistance; coordination between various ministries and institutions; and building a national entrepreneurship database for policy formulation and synergy

ABSTRAK

Tujuan penelitian ini yaitu untuk memetakan isu-isu dan perumusan strategi pengembangan kewirausahaan pemuda. Penelitian ini adalah penelitian analisis kebijakan berdasarkan justifikasi pakar. Pakar ditentukan secara sengaja dan merupakan orang kunci, benar-benar faham dan berkontribusi dalam pengembangan kewirausahaan pemuda, serta mewakili dari pemerintah, praktisi, peneliti dan akademisi. Metode penelitian yang digunakan yaitu analisis deskriptif, metode Strategic Assumption Surfacing and Testing (SAST) dan Analytical Hierarchy Process (AHP). Hasil penelitian menunjukkan bahwa terdapat faktor yang harus dipertimbangkan dalam menyusun kebijakan pada isu yang dibahas meliputi isu kebijakan terkait peningkatan keterampilan wirausaha pemuda agar berdaya saing; kebijakan kebutuhan database wirausaha secara nasional dan spasial; serta isu kebijakan integrasi pengembangan dan prioritas strategi kebijakan wirausaha di Indonesia. Implikasi dari penelitian ini adalah meningkatkan keterampilan bersaing melalui program yang tepat sasaran dan bantuan modal; koordinasi antar berbagai kementerian dan lembaga; serta membangun database kewirausahaan nasional untuk perumusan dan sinergi kebijakan.

INTRODUCTION

According to data given by the Directorate General of Population and Civil Registration, Indonesia's population in 2020 will be 268 million. According to the 2019 Susenas, Indonesia is home to 64,19 million youngsters, which represents a quarter of the country's total population. According to Law No. 40 of 2009 on Youth (Presidential Regulation No. 66 of 2017), youth are Indonesian citizens between the ages of 16 and 30. The existence of up to 24.01% of Indonesia's overall population in the productive age group is anticipated to propel the Indonesian economy.

As development catalysts, Indonesian youth should be able to play a greater role in light of these facts. Youth are the nation's future generation and agents of its development. Additionally, youth have the ability to contribute to national output, particularly by capitalizing on demographic bonus chances. Law Number 40 of 2009 Regarding Youth further specifies that youth development aspires to generate youth who have faith, fear God Almighty, have a noble character, are healthy, intelligent, creative, innovative, independent, democratic, accountable, competitive, and have a sense of leadership. , entrepreneurship, pioneering, and nationality in accordance with Pancasila and the 1945 Constitution of the Republic of Indonesia within the framework of the Unitary State of the Republic of Indonesia, this law is one of the solutions to the youth problems of today. Youth development can be accomplished through the entrepreneurship sector, where youth entrepreneurship must be fostered to promote youth independence in the economic sector.

Youth within the context of educated unemployment are those who have completed their schooling but are unemployed. The mismatch of graduates' credentials with the needs of the labor market/business (Link and Match) has a significant impact on the inability of youth to be absorbed in existing educational graduates with the labor/business market. Consequently, it is vital to establish entrepreneurship specifically for young people.

Entrepreneurship is a mindset, a passion, and the ability to create something new that is extremely important and beneficial to oneself and others (Indarti & Rostiani, 2008). Entrepreneurship is a mental attitude and soul that is always active or creatively empowered, innovative, modest, and striving to increase money through its company endeavors (Geiffrey. 2000). Small, Micro, Small, and Medium-Sized Enterprises form the majority of Indonesian entrepreneurship and have proven capable of supporting the Indonesian economy in the face of the crisis. According to data from the Ministry of Cooperatives and SMEs in 2018, MSMEs are capable of contributing up to 60.34 percent of the Gross Domestic Product (GDP), and 97% of Indonesians are employed by MSMEs.

Based on data from the Indonesian Young Entrepreneurs Association for 2020, to date, only three percent of the total population of around 260 million Indonesians are involved in or become entrepreneurs. This percentage is not growing when compared to neighboring countries. When viewed from the total population, Indonesia should have a fairly large number of young entrepreneurs.

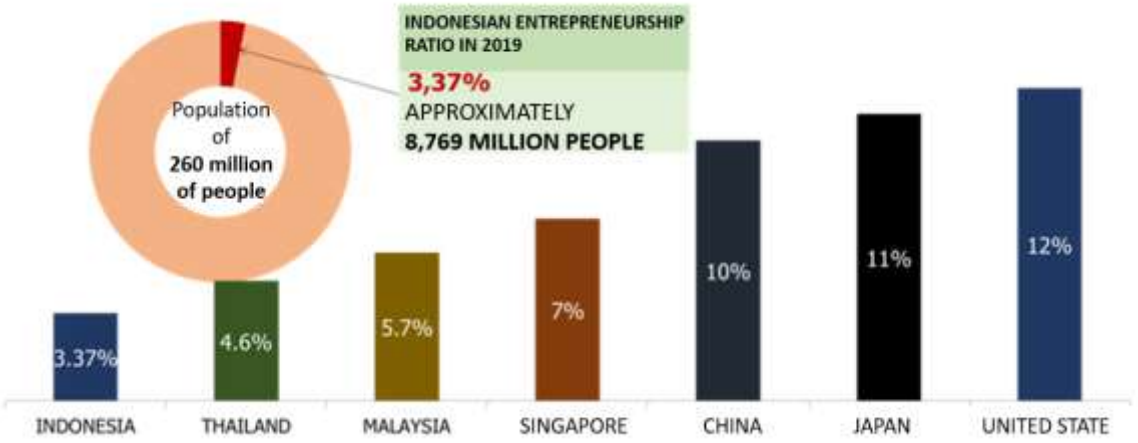

Figure 1 Comparison of Indonesian and World Entrepreneurs
Source: BPS and Ministry of KUKM (2020)

The low number of young entrepreneurs or entrepreneurs in Indonesia can be seen from the level of interest or desire within them based on their level of education. Based on Figure 2, it can be seen that the interest of undergraduate graduates in their desire to become entrepreneurs is still low, this is because undergraduate graduates have the mindset to work in companies after graduation. To encourage the acceleration of youth entrepreneurship development based on Presidential Regulation (Perpres) No. 66 of 2017 concerning Cross-Sectoral Strategic Coordination of Youth Service Implementation. The implementation of youth entrepreneurship initiatives necessitates robust collaboration among various stakeholders, including central and regional governments, industry, academia, and the community. In light of current trends and the observed lack of interest among young people in entrepreneurship as a career path, it is essential to conduct a thorough analysis of policies related to youth entrepreneurship (Zantsi and Nengovhela 2022; Geza et al 2022).

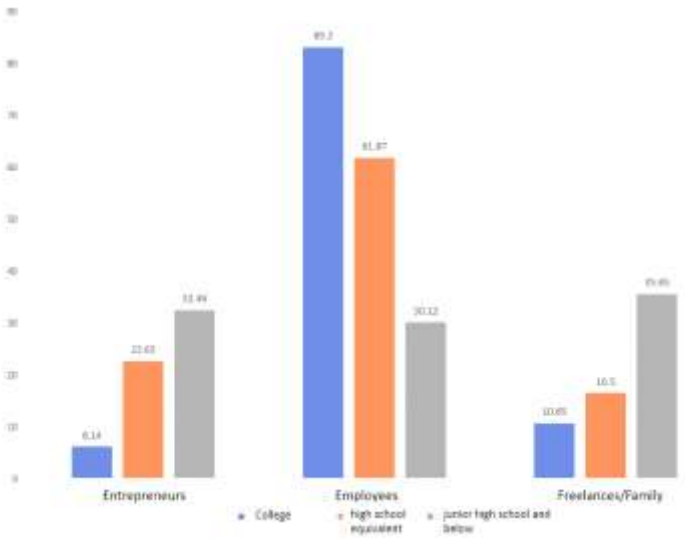

Figure 2 Entrepreneurial interest based on the education level
Source: BPS (2020)

Common problems facing prospective entrepreneurs involve difficulties in accessing capital, access to financing, access to marketing, access information, and government policies, as well as a lack of confidence in facing risks. Some of these barriers are factors that are often faced by prospective entrepreneurs. For this reason, an understanding of the importance of entrepreneurship education is needed among the younger generation. The influence of entrepreneurship education has so far been considered one of the important factors for growing and developing entrepreneurship. Salmony and Kanbach (2022) found the effect of entrepreneurship education in schools found that a positive effect of entrepreneurship education is generally stronger if the program under investigation is less achievement-oriented. Another study by Papulová and Papula (2015) also found that motivation to start a business can be influenced by student's participation in educational activities that support the development of skills and competencies.

According to data from the Indonesian Coordinating Ministry for Human Development and Cultural Affairs (2023), Indonesia's current entrepreneurship ratio stands at 3.47 percent, ranking 75th out of 150 countries. Despite exceeding the international standard of 2 percent, Indonesia must continue to increase its entrepreneurship ratio to keep pace with neighboring countries. For instance, Singapore has achieved a ratio of 7 percent, while Malaysia's ratio is at 5 percent. Based on the general description that has been put forward, both from the background, existing policies and conditions of development or youth/entrepreneurship development both nationally and policies and programs that have been implemented in the regions, several problems can be stated, as follows:

There is no database related to youth, especially youth entrepreneurship, both at the central and provincial/district/city levels. The Ministry of Cooperatives and Small and Medium Enterprises under the mandate of Presidential Instruction Number 4 of 1995 concerning the National Movement to Socialize and Cultivate Entrepreneurship which was mandated as the coordinator of entrepreneurship development has not yet drafted and established institutions (a clear and firm division of tasks and authority of ministries/agencies) in entrepreneurship development.

There is no Grand Design/National Action Plan (RAN) and NSPK for national entrepreneurship development which has been prepared by involving relevant ministries/institutions and other stakeholders who also have responsibilities in entrepreneurship development. Currently, there is a lack of coordination and overlap among Entrepreneurship programs at both the central and regional levels. Each relevant legal or technical agency in the region conducts similar or nearly identical annual programs. At the central level, 18 Ministries/Institutions have their own entrepreneurship programs. However, the synergy in program implementation among these Ministries/Institutions has not been effectively established (Indonesian Ministry of National Development Planning 2022).

The implementation of entrepreneurship (youth) development programs/activities in Indonesia, has only been limited to training by Regional Organizational Organizations (OPD) individually, not coordinated and without synchronization, not synergizing and collaborating, not sustainable, no assistance, let alone assistance capital. This research provides a series of strategies that are implemented related to policy recommendations in three related matters: 1) the need for a national and spatial database of entrepreneurs, 2) enhancing entrepreneurial skills of competitive youth, and 3) the integration of entrepreneurship development.

LITERATURE REVIEW

Entrepreneurship

Entrepreneurs are those who make creative and innovative efforts by developing ideas and gathering resources to find opportunities and improve life (Meredith, 1998). The entrepreneurial process includes all functions, activities, and actions related to obtaining opportunities and creating business organizations

(Ebert & Griffin, 2019). Prince et al (2021) offer the concept of entrepreneurship encompasses various aspects such as business creation, acting under uncertainty, innovation, opportunity identification/creation, and value creation. While some definitions explicitly mention business creation, others focus on the uncertainty and risk involved. Innovation is considered an essential element of entrepreneurship, although it can range from low-impact to high-impact innovation. Opportunity recognition and creation are also key components, as entrepreneurs identify or create opportunities for value creation. Ultimately, entrepreneurship involves generating and developing ideas and validating them, leading to the creation of new value. Ratten (2023) defined entrepreneurship as the identification of business-related opportunities through a process of using existing, new or a recombination of resources in an innovative and creative way.

Characteristics of Entrepreneurship

Entrepreneurial traits are the nature and unique abilities that an entrepreneur possesses. Character can be defined as the personality, psychological nature, morality, or manners that separate one person from another; for example, an entrepreneur has a distinct personality when contrasted to others (Ebert & Griffin, 2019). According to sources, markers of entrepreneurial characteristics include discipline, self-assurance, leadership, hard effort, risk-taking boldness, innovation, and independence. Viinikainen et al (2017) conducted a study on the relationship between traits associated with Type A behavior (Aggression, Leadership, Responsibility, and Eagerness-Energy) during adolescence and the propensity for entrepreneurship in adulthood. The findings suggest that the Leadership dimension during early life is significantly linked to a higher probability of becoming an entrepreneur and achieving greater success as an entrepreneur, as measured by sales. Baciu et al (2020) found that successful entrepreneurs exhibited higher levels of entrepreneurial self-efficacy, confidence in problem-solving, trust in their ability to face challenges, increased adaptive assertiveness, and greater control over their entrepreneurial behavior.

Business Success

A business is said to be successful if it achieves the targeted goals or even exceeds them. Some indicators in determining business success according to some experts. The success of a business is often evaluated by its long-term development and growth. Successful entrepreneurs exhibit traits such as a desire to expand their operations and increase their capital. This can be evidenced by an increase in the scale of the business, an increase in production, and an increase in the amount of capital invested (Kim and Kim 2022). The success of a company can be measured by the production and sales of various commodities. Production or producing is a business or activity to increase the use (use value) of an item (Bygrave & Zacharakis, 2014). The greater the product produced will affect the turnover obtained.

Business success is measured by increasing sales turnover. Turnover is the number of sales in a sales period as seen from the total sales of certain merchandise during the sales period. Turnover is gross income that has not been deducted from costs. Revenue is equal to the number of output units sold multiplied by the output price per unit (Acs & Szerb, 2010).

Entrepreneurial Economic Growth

This is consistent with the theory of economic development outlined in Government Regulation Number 41 of 2011 concerning Entrepreneurship Development and Youth Pioneering, which states that an increase in the number of entrepreneurs results in a rise in economic growth. There are five reasons for Schumpeter's theory: (1) entrepreneurs who introduce new products and new qualities of a product, (2) entrepreneurs who introduce new methods of production that are more commercial, both based on experience and the results of scientific studies from research, (3) entrepreneurs opening new markets,

both domestically and in countries where there was no market previously, (4) entrepreneurs exploring new sources of supply of raw materials for production, and (5) entrepreneurs opening new markets, both domestically and in countries where there was no market previously. (Minister of Youth and Sports Regulation No. 0944 of 2015 Regarding Procedures for Facilitating the Development of Youth Entrepreneurship) These five reasons are why entrepreneurship promotes a nation's economic growth through greater productivity.

Entrepreneurship plays a very important role in economic development, namely through the mechanism of increasing employment, innovation, and welfare (World Bank, 2020). However, the role of entrepreneurship moves gradually, starting from a stage driven by factors of production, efficiency, and finally driven by innovation (Figure 3). These three stages are interrelated and continuous for many years which emphasizes the link between entrepreneurial activity and economic growth (World Bank, 2020).

METHODS

This research policy was analyzed using situational and descriptive analysis methods, and Strategic Assumption Surfacing and Testing (SAST) and Analytical Hierarchy Process (AHP) method. Situational analysis and descriptive statistical analysis were used to identify and map youth entrepreneurship policy analysis, followed by Strategic Assumption Surfacing and Testing (SAST) analysis. Primary and secondary data were collected. On the basis of the justification results of 11 experts/key persons, competent practitioners in the field of entrepreneurship, researchers, academics, and representatives from regulators who truly comprehend their fields, primary data was collected using the SAST and AHP questionnaires. Interviews and the results of justification/summary of various meetings related to youth entrepreneurship policies organized by the Assistant Deputy for Youth Empowerment, Deputy for Coordination of Quality Improvement for Children, Women, and Youth, Coordinating Ministry for Human Development and Culture of the Republic of Indonesia were used to determine the experts (purposive sampling).

Included among the experts are the founder and chairman of the Indonesian Nano Society as well as the founder of the Nano Center Indonesia with young scientists as a platform that draws together young scientists and entrepreneurs to establish startups/startup industries based on R&D technology. Becoming a co-founder of the Nanotech Indonesia Group (over ten start-ups) and a business mentor among young scientists, from academics and practitioners in fostering UMKM Youth (3 people), Youth entrepreneurs (3 people), and Representatives of the Ministry of UMKM (1 person), Ministry of Youth and Sports (1 person), Directorate General of Vocational Education Ministry of Education, Culture, Research and Technology (1 person), and Youth Empowerment (1 person) (Kemenko PMK RI).

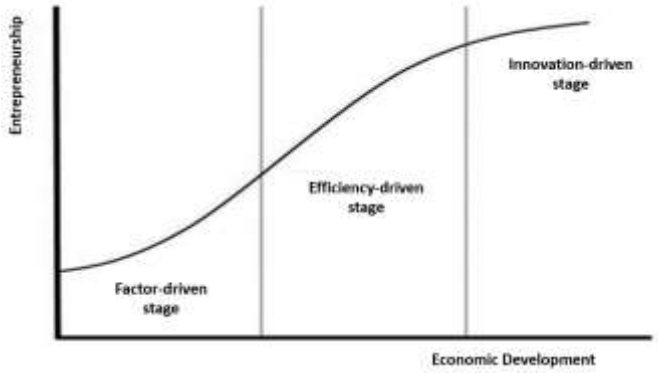

Figure 3 Relationship between Entrepreneurship and Economic Development

Secondary data collected from Government Reports and Publications, Academic Journals and Research Papers, and Media Sources. SAST is a soft system method that is used to solve interrelated and complex problems, with unclear objectives, conflicts of interest, as well as environmental uncertainties, and social constraints. Using the Super Decision application program, Analytical Hierarchy Process (AHP) is one of the analytical methods used to aid managerial decision-makers. The Analytical Hierarchy Process (AHP) is utilized in this study to determine the most successful alternative solutions for youth entrepreneurship initiatives. The AHP method's hierarchy was determined based on the opinions of experts and coordination meetings, and the results were confirmed by in-depth interviews and discussions with specialists in their respective domains.

RESULTS AND DISCUSSION

Policy Issues

In efforts to rejuvenate youth entrepreneurship policies, the lack of national policies, in this case, integrated and binding rules from the central government down to the district/city level, that can translate national entrepreneurship development initiatives is a policy challenge. Law Number 40 of 2009 Concerning Youth (Presidential Regulation (Perpres) No. 66 of 2017), Government Regulation Number 41 of 2011 Concerning the Development of Entrepreneurship and Youth Pioneering (Dalimunthe & Ritha, 2019), and Regulation of the Minister of Youth and Sports number 0944 of 2015. Concerning Procedures for Facilitating Youth Entrepreneurship Development have incorporated efforts to develop youth entrepreneurship. Three policy concerns will influence youth entrepreneurship based on the issue of young entrepreneurship and existing laws and regulations, as indicated in Figure 5.

First Issue: Increasing Competitive Youth Entrepreneurship Skills

Youth Entrepreneurship Development has accommodated and involved all stakeholders, both at the center and in the regions related to entrepreneurship. The NSPK and Action Plan are urgently needed so that entrepreneurship development has clear directions and targets, making it easier to monitor and evaluate it.

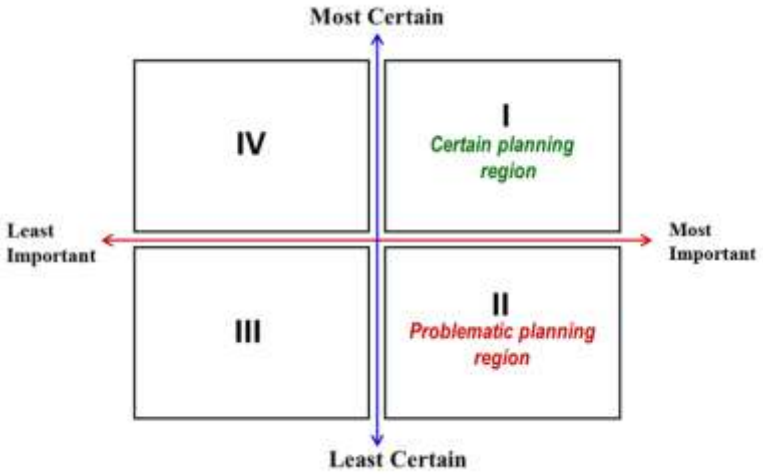

Figure 4 Ranking of strategic assumptions in SAST
Source: Jackson (2002)

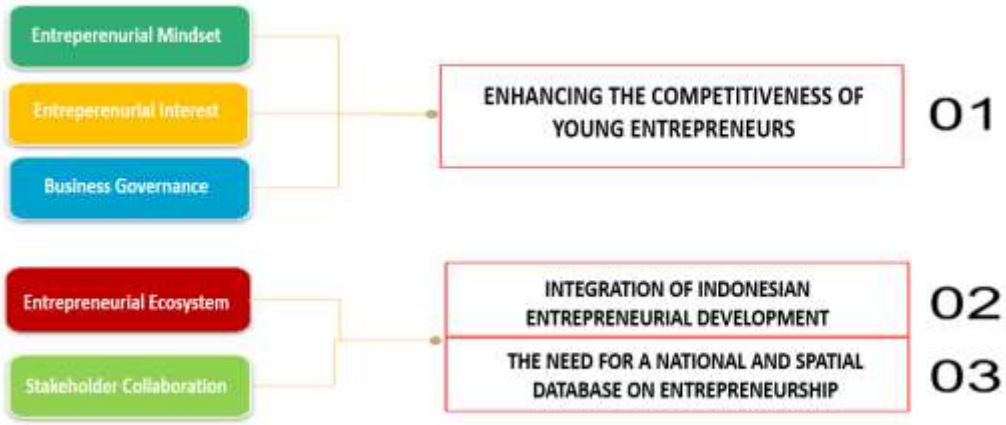

Figure 5 Three Policy Issues in Youth Entrepreneurship

In addition, in 2019, Indonesia officially "upgraded" to become a middle-income country with a per capita GDP of around USD 4,500 (Schaltegger & Wagner, 2011). Indonesia is projected to experience a peak demographic bonus in 2030. Therefore one of the efforts that need to be done is to create a better entrepreneurial climate for business and entrepreneurship development in Indonesia, especially for youth entrepreneurship. This is based on data from KEMENKO PMK 2022, which indicates that Indonesia's entrepreneurial rate is still below 4% and will remain around 3.4% in 2020. This number incorporates the impact of youth entrepreneurship (https://www.kemenkopmk.go.id/kewirausahaan-pemuda-untuk-meJadikan-Indonesia-yang-berdaya-saing). According to Yohan, Assistant Deputy for Youth Empowerment at the Coordinating Ministry for Human Development and Culture (Kemenko PMK) of the Republic of Indonesia, interest in youth entrepreneurship remains extremely low. Based on a census conducted by the Ministry of Cooperatives and Small and Medium-Sized Enterprises in 2020, the proportion of young entrepreneurs is only 3.47 percent. According to the Deputy for Coordination of Quality Improvement for Girls and Youth of the Coordinating Ministry for PMK, improving the quality of youth is essential to produce future young leaders who are capable of contributing to nation development.

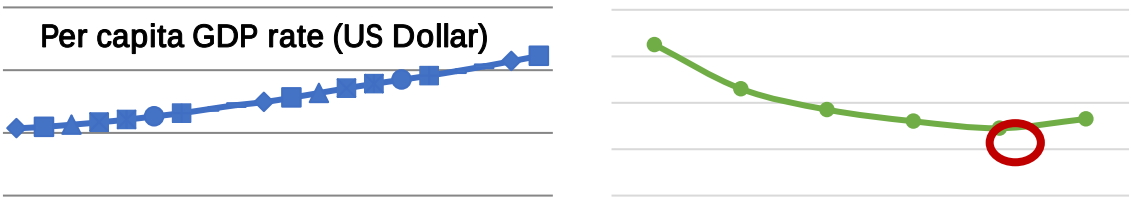

Figure 6 Per capita GDP rate and dependency ratio
Source: World Development Indicator (2020); Badan Pusat Statistik (2020)

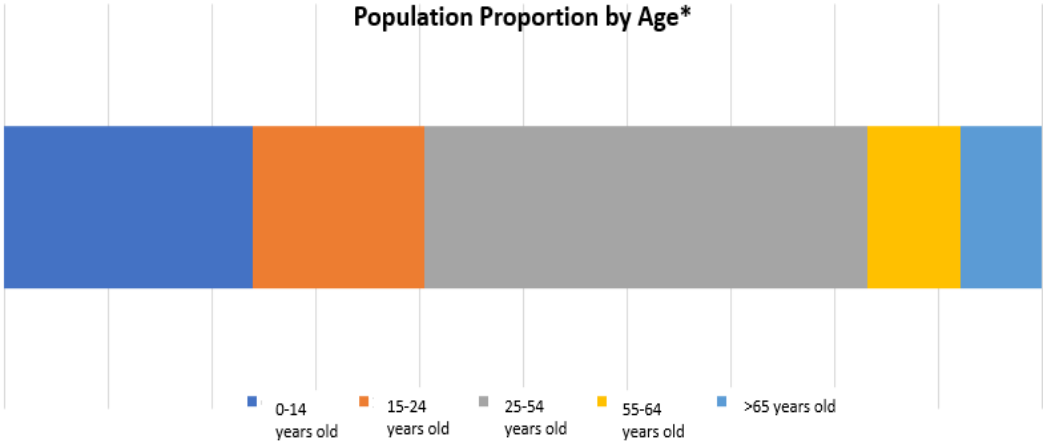

Figure 7 The proportion of the population by age
Source: CIA World Factbook (2020)

Second Issue: Integration of Entrepreneurial Development in Indonesia
The complexity of the problem regarding increasing the quantity and quality of entrepreneurship is the greatest obstacle for entrepreneurship development, which requires the participation of all ministries in order to continue development among the community and strategic groups, particularly the younger generation. With the participation of numerous institutions in developing entrepreneurship, it is hoped that numerous difficulties can be resolved. The more company challenges that can be resolved, the more effective entrepreneurial development will be. The functions of each ministry/institution in entrepreneurship development must be set out through agreements between ministries/agencies. The execution of entrepreneurship development can be coordinated by ministries/agencies so that community-beneficial entrepreneurship activities are conducted.

Third Issue: Need for National and Spatial Entrepreneur Database
An entrepreneurship database is something that is needed to know the number, distribution, and condition of entrepreneurs. The existence of an entrepreneurship database is very helpful in the formulation of policies by stakeholders. The entrepreneurship database is an entry point in the synergy of entrepreneurship development in Indonesia.

Policy Analysis
This study focuses on the issue of youth entrepreneurship as a means of narrowing down the wide-ranging difficulties and problems of youth. Coordination is performed in order to synergize and collaborate on activities linked to cross-sector youth entrepreneurship, as well as to assure the implementation of youth entrepreneurship pilot programs in the regions. Planning cannot be separated from parts of execution and supervision, such as monitoring, evaluation, and reporting. The planning studies encompass the scope of planning in relation to numerous dimensions, allowing for the anticipation of policy issues through the use of selected policy solutions (Priorities). Strategic Assumption Surfacing and Testing (SAST) analysis is therefore employed to map an understanding of the policy's difficulties. In future research, the hierarchy of AHP is determined based on assumptions derived from issues extracted from each policy. At this step, the Formulation of Alternative Youth Entrepreneurship Ideas led to an analysis of many policies.

Improving competitive youth entrepreneurial skills

The lack of skills and prowess in youth entrepreneurship and the absence of entrepreneurial material as part of character education for the younger generation from an early age is one of the reasons why skills and prowess are becoming a difficulty for today's young generation in adapting to increasingly stringent global and international competition. Improving skills and prowess in terms of entrepreneurship is absolutely to be presented as self-development material so that the younger generation is not always the target market or consumers of buying and selling transactions. The several assumptions contained in this policy are 1) There should be an ongoing program that actively encourages and supports the development of business skills in the youth, aiming to enhance their competitiveness; 2) Youth entrepreneurs require easy access to resources and financial assistance to kick-start their ventures successfully, and 3) Establishing partnership programs between established corporations and youth-owned micro, small, and medium enterprises (MSMEs) is necessary. This collaboration can provide mentorship, guidance, and opportunities for knowledge sharing and growth.

Determination of Priority Considerations in Increasing Competitive Youth Entrepreneurship Skills

The Strategic Assumption Testing (SAST) technique was utilized to evaluate and prioritize strategic assumptions related to policies aimed at improving the entrepreneurial abilities of competitive youth. These policies face various challenges that must be considered. The SAST analysis results, as shown in Figure 8, provided valuable insights into the key strategic assumptions that present obstacles to enhancing the entrepreneurial abilities of competitive youth.

Two assumptions were identified as being highly important but with some uncertainty. The first assumption (B3) emphasized the lack of a continuous program to support youth entrepreneurship, while the second assumption (B6) highlighted the absence of ongoing assistance. Both of these assumptions received a score of 7.2 on the importance scale, indicating their significance but with some level of uncertainty. Additionally, another strategic assumption emerged as highly important with a score of 7.3, namely assumption B7, which pointed to the low entrepreneurial mindset among youth. This assumption suggests that changing young people's perceptions of entrepreneurship is crucial for developing their entrepreneurial abilities.

Assumption B1 received a score of 6.3 on the importance scale, indicating its significance as a challenge. This assumption emphasized the lack of guidelines for implementing integrated youth entrepreneurship, indicating the need for clear direction in this area. Two additional strategic assumptions, B2 and B5, received a score of 6.4, indicating their importance with greater confidence. Assumption B2 highlighted the low business skills and proficiency among youth, while assumption B5 noted that the partnership model for youth entrepreneurship is not yet optimal. Both of these assumptions suggested areas that require attention and improvement to enhance the entrepreneurial abilities of competitive youth. Finally, assumption B4 received a score of 5.4, indicating its relative importance but with some uncertainty. This assumption emphasized the suboptimal level of capital assistance, highlighting the need to optimize financial support for young entrepreneurs. In summary, the SAST analysis depicted in Figure 9 provided valuable insights into the strategic assumptions that must be addressed to effectively improve the entrepreneurial abilities of competitive youth.

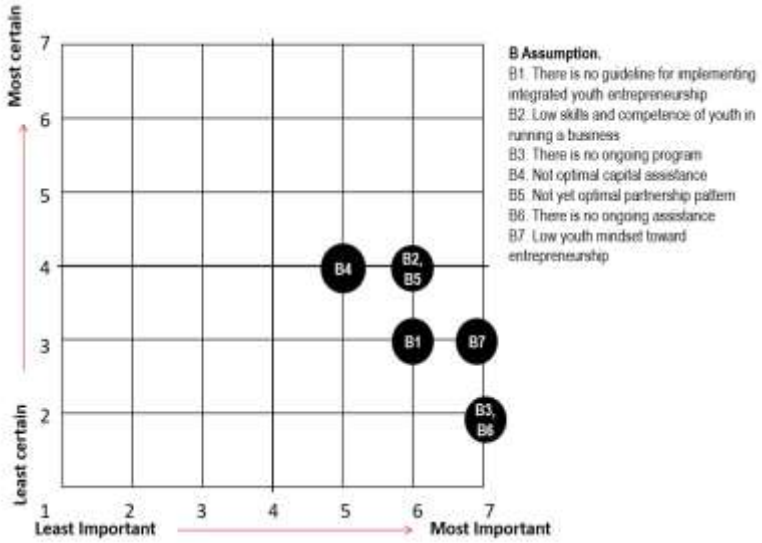

Figure 8 SAST Quadrant for Increasing Competitive Youth Entrepreneurship Skills

Figure 8 shows that B4 (capital assistance is not yet optimal), B2 (low skills and proficiency of youth in running a business) B5 (partnership pattern is not yet optimal) are included in quadrant I (certain planning region). Quadrant 1 indicates that these assumptions are important in carrying out the policy and have a fairly good level of confidence and potential to be implemented, meaning that these issues are factors that must be considered by policy-makers.

Not optimal capital assistance. The majority of businesses operated by young entrepreneurs fall under the classification of micro, small, and medium enterprises (MSMEs). These businesses frequently commence with little to no capital. To address this issue, young entrepreneurs necessitate funding options that are both affordable and easily accessible, as well as enhanced access to information regarding potential sources of capital. While limited access to capital can pose challenges, it can also serve to fortify the entrepreneurial mindset of young individuals if they are able to successfully overcome these obstacles (Indonesian Ministry of National Development Planning 2022). Furthermore, research has demonstrated that interventions aimed at providing business funding have the potential to increase profits, sustainability, sales, and employee numbers within a business (McKenzie, 2017).

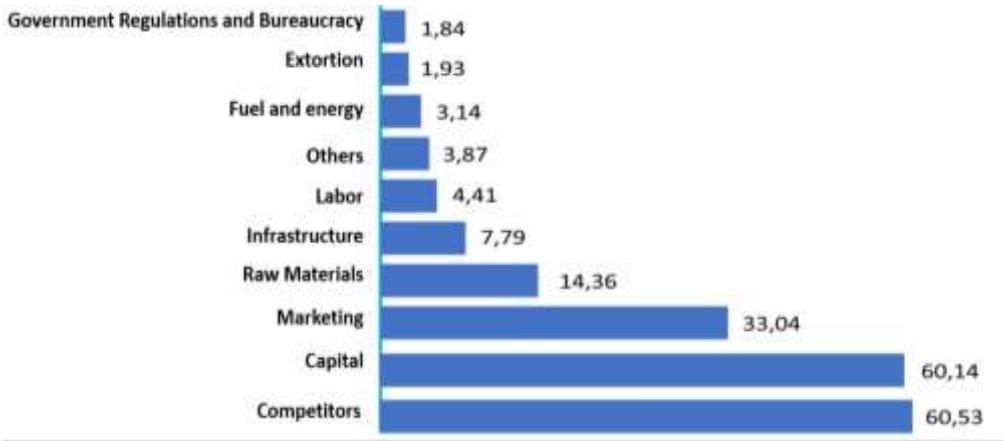

Figure 9 Percentage of Constraints Faced by Micro and Small Enterprises
Source: BPS (2019)

Figure 9 demonstrates that capital is a significant barrier that must be overcome to ensure the development of MSMEs. The findings of Liani and Prawihatmi's (2017) study indicate that capital assistance/loans for MSMEs stimulate the development of their business performance, particularly in the areas of adding equipment, implementing innovations, and adding workers to grow into new markets. This study concludes that loans/capital assistance has a favorable effect on the performance of micro, small, and medium-sized enterprises.

Regarding the optimization of capital support, the government has given numerous microfinance services, particularly for the provision of credit (capital) to persons with low incomes. Microfinance services can be provided by microfinance institutions, which are institutions whose primary activity is providing microfinance services, formal financial institutions with microfinance service units, such as banks and non-banks, development or poverty alleviation programs with a microfinance component, and informal organizations formed by the people themselves. Nonetheless, these programs are not optimum. The 2016 Indonesian Economic Census data published by BPS in 2019 indicates that 88.30% of micro and small enterprises in Indonesia did not obtain/submit loans to financial institutions, whereas 11.70% did.

The low skills and prowess of youth in running a business. Associated with the low skills and prowess of youth in running a business is a challenge in itself to improve entrepreneurship programs for youth. Many young people have a great desire to become entrepreneurs but are not supported by good skills and abilities so they find it difficult or constantly experience obstacles in running their businesses due to a lack of these skills and abilities. Efforts to improve these skills and abilities are a necessity in realizing competitive youth entrepreneurial skills.

Not yet optimal partnership pattern. In realizing competitive youth entrepreneurship skills, a comprehensive and integrated good partnership pattern is also needed. The concept of partnership implies the existence of minimal interaction and interrelation between two or more parties where each party is a "partner" or "partner". A process of seeking/realizing mutually beneficial forms of togetherness and voluntarily educating each other to achieve common interests. The Partnership is an effort to involve various components, be it sectors, community groups, and governmental or non-governmental institutions, to work together to achieve common goals based on agreements, principles, and respective roles. A Partnership is an agreement in which a person, group, or organization works together to achieve goals, take and carry out and share tasks, share both in the form of risks and benefits, review each other's relationship regularly and improve the agreement if necessary.

In carrying out efforts to improve youth entrepreneurial skills, many related stakeholders can be involved in the partnership program. These actors include youth, MSMEs & business incubators, private companies, and strategic SOEs, universities, research institutions, the community, and the government. Strengthening youth, MSMEs, and business incubators can be done by providing new products and "customized" technological innovations, in this way innovative MSMEs and start-up companies can be born. Strengthening private companies and BUMN can be done through the implementation of a system of cooperation between public and private companies and relaxing regulations that reflect the needs of the industry, where government intervention is needed in this regard. University strengthening can be done through the development of research and development clusters and the development of research that will enable the development of this technology.

Other assumptions based on Figure 8 are strategic assumptions B1 (there is no integrated youth entrepreneurship implementation guide), B7 (the low mindset of youth towards entrepreneurship), B3 (no sustainable program), and B6 (no ongoing assistance) are categorized into the planned quadrant problematic (problematic planning region). This quadrant indicates the need for more effort because it has a high level of importance but a low degree of confidence (improvement is needed).

There is no guide/grand design for the implementation of integrated youth entrepreneurship. Currently, in running the entrepreneurship program for youth, they do not yet have an NSPK and directive action plan so that entrepreneurship development has clear directions and targets, making it easier to monitor and evaluate it. There is no grand design/national action plan (RAN) and NSPK for national entrepreneurship development which have been prepared by involving relevant ministries/agencies and other stakeholders who also have responsibilities in entrepreneurship development.

Low youth mindset towards entrepreneurship. The issue of the mindset (way of thinking)/culture of some Indonesian people, including youth, who still think it is more honorable to work than an entrepreneur is still a challenge in developing youth entrepreneurial skills. Entrepreneurship is still based on conditions of compulsion because they cannot work in the formal sector. This causes the business to be run not optimally and more to the trader's "mental", not the mindset to read business opportunities and grow their business. Efforts to change this mindset with education, training, and coaching are believed to have a good influence on instilling an entrepreneurial spirit based on true concepts and meanings. In essence, an entrepreneur has an important mindset to be able to integrate (ability) and be open (openness) to different markets and cultures. In addition, an entrepreneur must develop an entrepreneurial mindset. The mindset for entrepreneurship must be followed by a mature and structured strategy planned to be able to create competitiveness in the market (Vasu et al., 2017).

There is no ongoing program. This assumption is based on the fact that there have been many programs related to improving the skills and abilities of youth carried out by the government, educational/training institutions, communities, NGOs, and other related institutions. However, in general, the programs implemented are still short-term and temporary (by project). In contrast to the more conventional institutional entrepreneurship approach, the sustainability-oriented transformation perspective has a strong focus on actor interactions (Mohammed, DKK., 2017); (BPS, 2020). In Indonesia, programs are rarely planned in the long term and are sustainable. This is related to the next assumption, namely the absence of ongoing assistance. Generally, because the program is short-term and temporary so there is no comprehensive and ongoing assistance.

Integration of Entrepreneurial Development in Indonesia

The policy assumes that a model of growing interest in increasing youth participation in national entrepreneurship can occur if there are strategic efforts to foster youth interest in entrepreneurship.

Determination of Priority Considerations in the Integration of Entrepreneurial Development in Indonesia

In the context of entrepreneurship development in Indonesia, the implementation of integration policies is hindered by several obstacles that must be carefully considered. These obstacles are related to strategic assumptions that present challenges to the integration of entrepreneurial development within the country. These strategic assumptions are further explored in Figure 10. As per the SAST analysis results depicted in Figure 10, each strategic assumption has been assessed based on its level of importance and confidence. The analysis provides valuable insights into the following assumptions:

Firstly, the lack of an integrated ecosystem (C1) for entrepreneurship in Indonesia is identified as a critical issue, with a score of 7.2 on the importance scale (very important sure). Secondly, the availability of an integrated database system (C2) is recognized as an important factor, scoring 6.4 on the importance scale (important-not sure). Furthermore, the level of coordination between various agencies (C3) involved in entrepreneurship development is deemed highly significant, with a score of 7.4 on the importance scale (very important sure). In addition, the absence of an integrated partnership model (C4) within the entrepreneurial ecosystem is considered quite important, scoring 5.4 on the importance scale (quite

important-not sure). Lastly, the effective implementation of regulations (C5) related to entrepreneurship is seen as an important factor, with a score of 5.5 on the importance scale (quite important-quite sure).

Figure 11 shows that C5 (regulation implementation is not yet optimal), C4 (there is no integrated partnership pattern), C2 (availability of an integrated database system), and C3 (intensity coordination between institutions) are included in quadrant I (certain planning regions). Quadrant I indicate the importance of these assumptions in carrying out the policy and has a fairly good level of confidence and potential to implement. While there is one assumption, namely C1 (the absence of an integrated ecosystem) is included in the problematic planning quadrant category (problematic planning region).

Not yet optimal implementation of regulations. Many regulations related to entrepreneurship development in Indonesia have been stipulated by legislatures and the government, including Law No. 20 of 2008, Law No. 40 of 2009, Law No. 23 of 2014, PP No. 41 of 2011, PP No. 17 of 2013, PP No. 60 of 2013 Presidential Decree No. 127 of 2001, Presidential Decree No. 27 of 2013, Presidential Decree 4/1995, PermenKUKM No. 13 of 2015, Permenpora No. 0944 of 2015 and Permenpora No. 0945 of 2015. However, it is realized that the implementation of this regulation is still not optimally implemented. This is in line with other assumptions, namely the absence of an integrated partnership pattern and the intensity of coordination between agencies. If the partnership pattern has been implemented properly and the partnering institutions coordinate with each other intensely, the existing regulations will run more optimally. The existence of this silo mentality causes a non-cooperative mindset and behavior within the organization due to the lack of strengthening exchanges between institutions (Stam, 2015).

Programs and activities as well as data needed in entrepreneurship development should be integrated with a centralized database and have the same pattern and data nomenclature. This will facilitate the implementation of the integration of entrepreneurial development in Indonesia. A concrete database is needed for Youth Entrepreneurs by clustering the database into several clusters, namely: (a) database of micro-scale youth entrepreneurs that can be served by the district government; (b) database of small-scale youth entrepreneurs that can be served by the City Government; (c) database of medium-scale youth entrepreneurs that can be served by the Central Government. Governments should certainly explore the possibility of adopting a centralized database to harmonize organizational and institutional reports that would help ensure data security and sustainable development. The centralized database model must be designed to ensure the feasibility of implementing a centralized database and must ensure compatibility between organizations and institutions with a centralized database for data sharing and other accessibility issues (Autio and Leview, 2017).

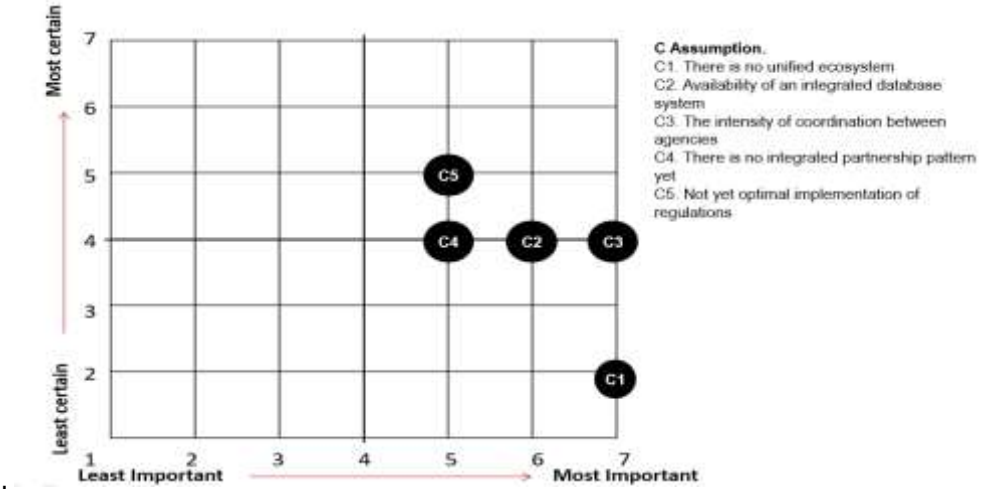

Figure 10 SAST Quadrant on the integration of entrepreneurship development in Indonesia

An integrated ecosystem related to entrepreneurship development including regulations, actors, financing, coordination and databases, and other related factors is a necessity. Efforts to support entrepreneurship development must be carried out in a comprehensive and integrated manner.

Need for National and Spatial Entrepreneurial Database

Several assumptions related to the determination of this policy, namely: (1) need to integrate entrepreneurship data between Ministries/Institutions, so that a synergy of entrepreneurship development programs is formed. (2) the availability of a national and spatial entrepreneurship database makes it easier for stakeholders to obtain an overview and distribution of entrepreneurship in Indonesia. The existence of an entrepreneurship database makes it easier for stakeholders to take strategic policies to increase entrepreneurship in Indonesia.

Determination of priority considerations in the need for a national and spatial entrepreneurial database

The policy on the need for a national and spatial entrepreneurial database is influenced by several obstacles that need to be considered. Some of the strategic assumptions that become issues in the development of national and spatial entrepreneurial database requirements include A1: technology availability, A2: availability of an integrated database system, A3: low program synergy, A4: variation of data (data collection nomenclature), and A5: inter-agency commitment.

Based on the results of the SAST analysis carried out on these strategic assumptions, the position of each assumption is obtained concerning the level of urgency and confidence in the implementation of these assumptions (Figure 12). Figure 12 shows that A1 (Availability of technology) is included in quadrant I (certain planning region), while A3 (Low program synergy) is categorized into the problematic planning region (problematic planning region).

Assumptions in quadrant I especially for A1 (Availability of technology) are factors that must be considered by makers in formulating policies on the need for databases on national and spatial entrepreneurship because these strategic assumptions are of very important value. Based on BPS (2020) the use of access to technology by youth (students) at the educational level is quite high, starting from using cell phones, using computers, and using the internet. So that the assumption of technology availability is one of the factors that must be considered in formulating policies. The availability of technology is very important in compiling a national and spatial entrepreneurship database. Without good technology, it is believed that this policy will not run optimally, especially when faced with the vast territory of Indonesia and the current trend of increasingly dynamic use of technology. The availability of this technology is very possible with the availability of funding sources, which the government is currently very concerned about. Planning for the availability of this technology can be done properly and is a necessity to do.

Three more factors, namely A2 (Availability of an integrated database system), A4 (variation of data (data collection nomenclature), and A5 (inter-agency commitment) are in the quadrants that coincide between the certain planning region quadrant, and the problematic planning region quadrant. This assumption has a level of importance and low confidence for policymakers because at present there is no unified database system that is integrated between one agency/ministry and another. The database systems are still separate from each other and the nomenclature of data collected by each agency/ministry is different.

In the results of the SAST analysis, there is one factor that is in the problematic planning quadrant, namely A3 (low program synergy). It is understood together that at this time many regulations have been issued to support youth entrepreneurship, but it is realized that between the programs of one agency/ministry and the programs of other institutions/ministry, there is no synergy with each other so

that it seems as if they are running separately. If these programs run in synergy, the entrepreneurship database will be easier to implement. Each institution will provide data according to its duties and functions, which will then be collected in a centralized and integrated database.

The results of the SAST analysis (Figure 11) show the level of importance and level of confidence of each strategic assumption. Based on the results of the analysis, the following assumptions can be identified: (a) an assumption with a score of 7.3 (very important- not sure enough) is A3 assuming low program synergy; (b) assumptions with a value of 7, 4 (Very important-not sure) are A2 and A4 assuming the availability of an integrated database system and data variation (data collection nomenclature); (c) assuming a value of 7.5 (Very sure-quite sure) is A1 assuming the availability of technology; (d) an assumption with a score of 6.4 (important-not sure) is A5 assuming inter-agency commitment.

Selection of Alternative Youth Entrepreneurship Policy Strategies

Based on the synthesis of expert justification results based on the AHP framework, priority results are obtained from each level as shown in Figure 12. Using the AHP method processed with Super Decisions version 2.1, an average inconsistency ratio of 9.6% (0.96) is obtained which means it is below 10% (0.10).

Strategy Priority. Priority alternative strategies are selected based on the results of the AHP analysis namely, increasing community support, increasing strategy implementation, and creating an entrepreneurial environment or entrepreneurial ecosystem (0.254). Entrepreneurial ecosystems differ from markets and innovation systems by positioning the individual or entrepreneur at the center of the dynamics of the system (Stam, 2015). Ecosystems influence individual-level decision-making and aspirations as well as the ability of new businesses to reach their full potential (managing resource availability and governance systems). The focus on entrepreneurial action and the realization of the wealth-enhancing potential formed by such action is perhaps the most important differentiator of the entrepreneurial ecosystem concept (Autio and Leview, 2017). A conducive entrepreneurial environment has an influence on entrepreneurial development where the entrepreneurial environment consists of socio-economic conditions, entrepreneurial and business skills, and financial assistance (Haryani, 2017). The creation of an entrepreneurial environment can be done by selecting people to serve as mentors in the entrepreneurial environment.

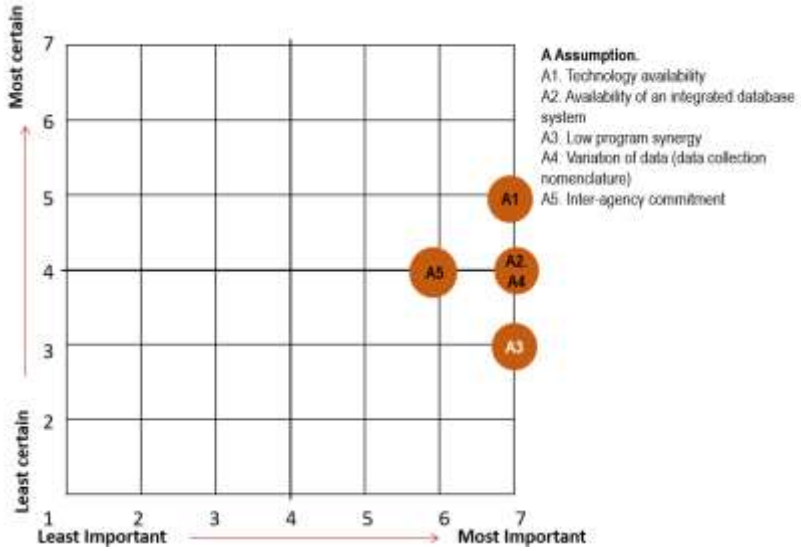

Figure 11 The SAST Quadrant Needs a National and Spatial Entrepreneurial Database

Then, a program was carried out to introduce entrepreneurship, which culminated in a selection process for young people who wanted to develop a business or business idea, which of course began with making a business proposal first. After that, a selection is made of suitable youth to be coached by a mentor so that they can develop their business so that the creation of an entrepreneurial environment can be achieved.

Then the second strategic priority with the strategy of opening markets, forming aggregators, and marketing opportunities (0.244). In addition to creating an entrepreneurial environment, the existence of a strategy related to market aspects is also an important strategy so that the process of creating an entrepreneurial environment can run well. The formation of an entrepreneurial environment if the target market is not yet known can also be a problem so this is also important to do. Digital platforms and innovation environments have opened up many promising opportunities for entrepreneurs. However, to pursue these opportunities, entrepreneurs need to gain a deeper understanding of the facilitating and constraining factors (Bank Indonesia Communication Department, 2022). This is where the role of the government as a regulator is to cooperate with various micro industries in opening up markets, forming aggregators, and marketing opportunities. The government through Bank Indonesia itself has tried to accelerate the digitization of MSMEs to expand market access and increase competitiveness. The hope is to encourage stronger MSMEs. Through the 3 Pillars of BI's MSME Development Program, namely increasing production capacity, cost efficiency, and market expansion. One of the program implementations of the three pillars of MSME development is through the UMKM Digitalization Program (Bank Indonesia Communication Department, 2022).

The third alternative strategy is a strategy to increase the competence and interest in incubation-based youth entrepreneurship (0.202). Competition and capital problems are the main obstacles for Micro and Small-scale Enterprises. If youth can increase their competence and interest in entrepreneurship, then competition is no longer an obstacle but should be a challenge that must be faced so that youth entrepreneurs can compete. With the strategic issues above, of course, by making a youth entrepreneurship incubation policy that includes material on standardization of incubation, partnership patterns, funding patterns, and mentoring patterns that are all integrated, sustainable and inclusive, of course, the spirit to develop the economy through youth entrepreneurship can be achieved (Setyawati, et al., 2022). In Indonesia, we have seen several start-up assistance organizations such as these incubators and accelerators emerge over the past few years, in addition to increasing entrepreneurial interest and activity (Bhaewaj & Ruslim, 2018).

The fourth alternative strategy is access to infrastructure assistance and facilities (0.184). With infrastructure development, supporting factors for entrepreneurs can be fulfilled to increase connectivity. Infrastructure is divided into hard infrastructure, non-physical hard infrastructure, and soft infrastructure. All types of infrastructure are important when it comes to entrepreneurship so that the products traded can be distributed evenly to the regions. Infrastructure can also encourage youth to be more creative in developing their various skills. Youth entrepreneurship development facilities cover three program pillars, namely awareness, empowerment, and development. The three pillars of the program are programs that are interrelated and inseparable from one another. Regarding infrastructure, the availability of infrastructure for databases is a necessity. A centralized and integrated database on youth entrepreneurship can be designed according to the needs of youth entrepreneurship development. Databases can be categorized based on micro-scale youth entrepreneur clusters, small-scale youth entrepreneur databases, and medium-scale youth entrepreneur databases.

The youth entrepreneurship infrastructure support mechanism model will increase entrepreneurial activities among young people. This infrastructure assistance mechanism will contribute to the involvement of young people in entrepreneurial activities, increase the number of youth projects, reveal

the innovative potential of young people, increase the social responsibility of businesses, promote entrepreneurship, and create new jobs and youth entrepreneurs, which in turn will reduce social tensions in society (Rudenko and Goryachikh, 2020). In addition, a database on the potential of young entrepreneurs is required as a means of reducing unemployment, as well as a database on how to increase the number of workers as a result of the development of youth entrepreneurs. In the case of this database, data synchronization regarding entrepreneurial activity conducted by ministries and other agencies is essential. Youth entrepreneurial activities must contribute to collaboration and synergy between the Coordinating Ministry and the UKM on MSME entrepreneurial activities. The aforementioned database can serve as a policy reference for the current year and the next. Capital accessibility and availability improvement (0.115) is the final possible method. Creating an entrepreneurial climate that encourages entrepreneurship requires, of course, the availability and accessibility of finance.

The priority of education capacity-building strategies generated based on the synthesis of all models can be seen in Figure 13. In Figure 13 it can be seen that overall, both locally (normal) and globally (limited) the priority alternative strategies still show that the main strategy chosen is to increase community support, increase the implementation of strategies, and create an entrepreneurial environment (entrepreneurial ecosystem) (0.063), then followed by strategies to open markets, form aggregators, and marketing opportunities (0.061) and so on. These results have also been checked with a sensitivity analysis both based on factors and actors, although the weights of factors and actors can go up and down and can change, the priority of the chosen main strategy is relatively the same, only the weight has changed.

Purpose. On the basis of the previous chapter's summary, five goals have been established: increasing business capacity and access to financing for entrepreneurs, increasing the creation of start-ups and business opportunities, increasing the added value of social enterprises, constructing a technology-based entrepreneurial ecosystem, and instilling an entrepreneurial mindset and character from an early age.

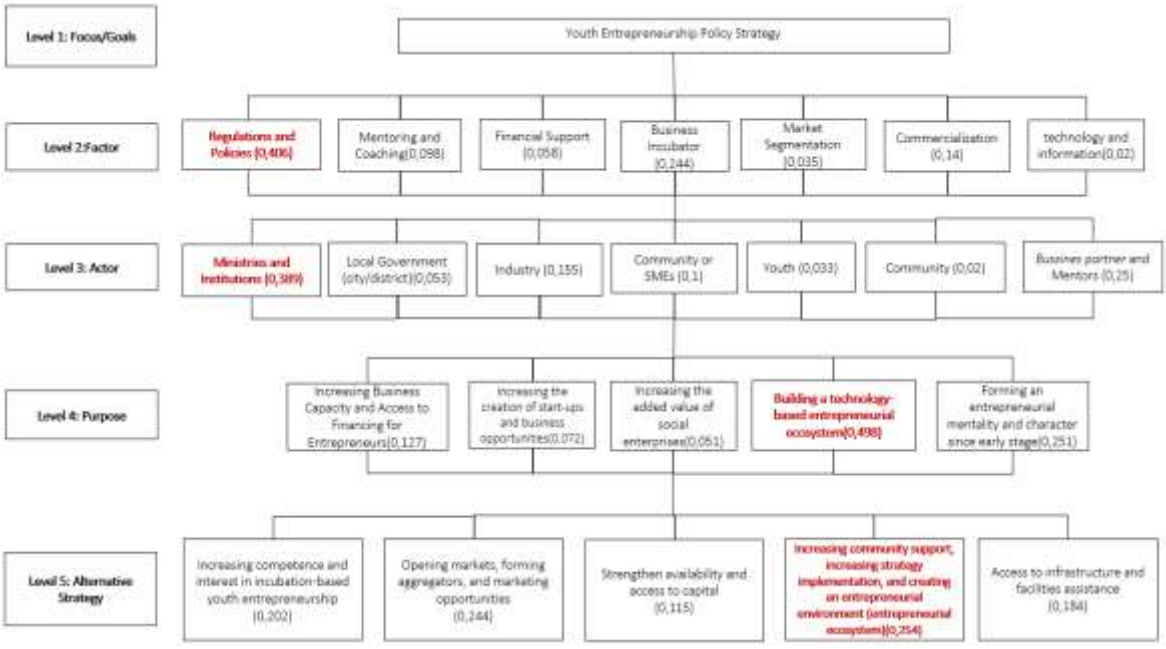

Figure 12 The AHP Framework for Youth Entrepreneurship Policy strategy

Priority objective of the resulting analysis is the development of a technology-based entrepreneurial ecosystem (0.498); this process, particularly in the realm of regulation, necessitates dependable intermediates. The creation of intermediaries is seen essential for the success of startups in order to unite the entities of the startup ecosystem. This needs substantial technological integration skills, and companies must be adaptable. In this regard, it is evident that the institutional strengthening of the start-up ecosystem is an important variable for the development and promotion of start-ups, as it improves the framework of cooperation between various stakeholders, such as universities, public sector companies, research institutes, and scientific bodies. The subsequent objective is the formation of an entrepreneurial mindset and character from a young age (0.251), followed by an increase in business capacity and access to financing for entrepreneurs (0.127), an increase in the creation of startups and business opportunities (0.072), and finally an increase in the added value of social enterprises (0.072). (0.051).

Actor. The formation of youth entrepreneurship policies is also influenced by the actors involved including ministries and institutions, local government (city/district), industry, community or SMEs, youth, community, and business partners and mentors. The main priority actors in determining the strategy are ministries and institutions with a score of (0.389), then for the second alternative actor, namely business partners and mentors (0.250), for the third actor, namely industry (0.155), and the next actor is community or UKM respectively. (0.100), city or district local government (0.053) and youth with a score (0.033) and the last actor involved in the community (0.020).

Factor. Furthermore, after determining the goals, the actors then determine the factors consisting of seven factors, including regulations and policies, mentoring and coaching, financial support, business incubators, market segmentation, commercialization, technology, and information. The priority factors in the resulting analysis are regulations and policies (0.406), while the business incubator factor (0.244) is the second objective where the incubator is an incubation organizer that involves tenants in the framework of growing and strengthening novice entrepreneurs and strengthening the development of existing entrepreneurs. The next factor successively is commercialization (0.14), mentoring and coaching (0.098), financial support (0.058), market segmentation (0.035), and the last is technology and information (0.02).

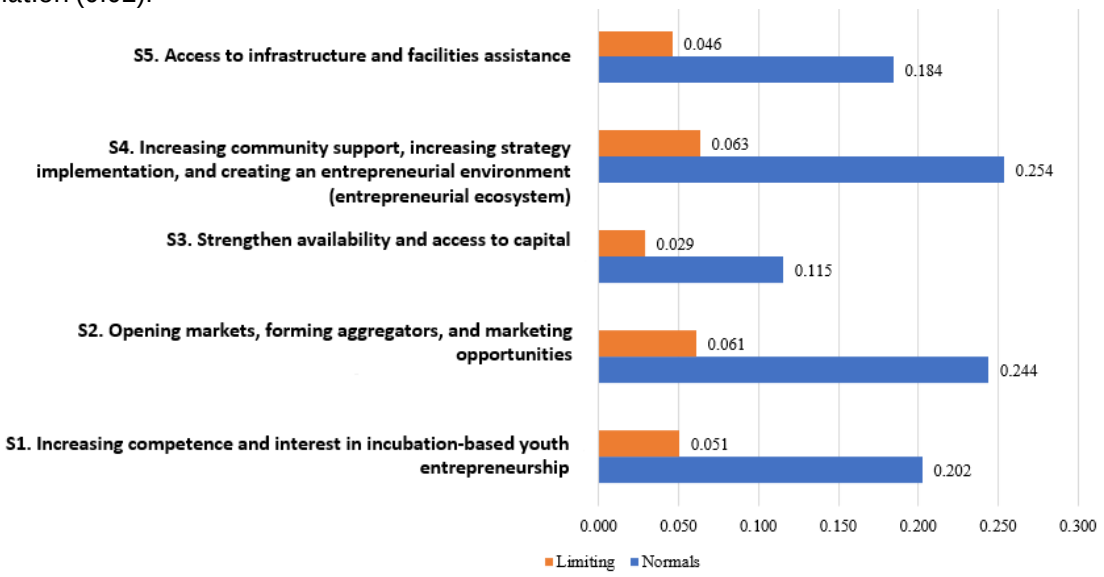

Figure 13 Strategic Priority Synthesis

CONCLUSION

Young entrepreneurs, including micro, small, and medium-sized enterprises (MSMEs) and startups, have become the new economic drivers. In accordance with Law No. 40 of 2009, youth services include education, empowerment, and the development of leadership, entrepreneurship, and youth entrepreneurship. Strengthening Entrepreneurship, Micro, Small, and Medium-Sized Enterprises, and Cooperatives is a Priority Program in the 2020-2024 RPJMN, which is listed in National Priority 1. The entrepreneurial sector has the capacity to absorb labor. The government must therefore develop policies that stimulate entrepreneurial growth, such as tax incentives, vocational education, and business incubators based on technology. Dialog with relevant stakeholders will also make it easier for both the federal and regional governments to implement program synergies that would result in the expansion of the entrepreneurship sector, particularly youth entrepreneurship.

The results of the SAST analysis indicate that policymakers must examine the assumptions in quadrant I when designing policies. Consequently, the policy issue is Improving youth entrepreneurial abilities in order to make them more competitive. Availability of technology is included in quadrant I (certain planning region), however low program synergy is featured in quadrant IV of the problematic planning region. On the policy issue of the need for a national and spatial entrepreneurial database, it is recognized that strategic assumptions for capital support are not yet ideal, young business skills and competency are poor, and the partnership pattern in quadrant I is not yet optimal (certain planning region). Concerning the issue of integrated entrepreneurial development policies in Indonesia, quadrant I (certain planning regions) includes the strategic assumption that regulatory implementation is not yet optimal, whereas quadrant IV of the problematic planning region includes the absence of an integrated ecosystem. The priority of alternative strategies chosen based on the results of AHP analysis, namely, the priority alternative strategies chosen are increasing community support, increasing strategy implementation, and creating an entrepreneurial environment or entrepreneurial ecosystem (0.254), then followed by strategies to open markets, form aggregators and marketing opportunities (0.244) and the next is a strategy to increase the competence and interest in incubation-based youth entrepreneurship (0.202), the next strategy is access to infrastructure and facility assistance (0.184), and a strategy to strengthen the availability and access to capital (0.115).

The implications of this research are as follows: 1) Enhancing competitiveness skills through targeted programs and capital assistance. 2) Coordinating between various ministries and institutions. 3) Establishing a national entrepreneurship database for policy formulation and synergy.

REFERENCES

Acs ZJ, Szerb L. (2010). The global entrepreneurship and development index (GEDI). *Journal of Economic Literature*,http://dx.doi.org/10.2139/ssrn.1857985

Autio, E., & Levie, J. (2017). *Management of Entrepreneurial Ecosystems. In: G. Ahmetoglu, T. Chamorro-Premuzic, B. Klinger, & T. Karcisky (Eds.)*. The Wiley Handbook of Entrepreneurship: 423-449. Chichester: John Wiley & Son

Baciu, E. L., Vîrgă, D., & Lazăr, T. A. (2020). What characteristics help entrepreneurs 'make it'early on in their entrepreneurial careers? Findings of a regional study from Romania. Sustainability, 12(12), 5028.

Badan Pusat Statistik (BPS). (2020). *Statistik Telekomunikasi Indonesia 2019*.

Bygrave, W. D. & Zacharakis, A. (2014). *Entrepreneurship. 3rd Edition*. John Wiley & Sons. ISBN: 978-1118582893.

Coordinating Ministry for Human Development and Cultural Affairs. (2023). Tingkatkan Kewirausahaan Pemuda, Strategi Nasional Kewirausahaan Pemuda Segera Diluncurkan. Accessed from:

https://www.kemenkopmk.go.id/tingkatkan-kewirausahaan-pemuda-strategi-nasional-kewirausahaan-pemuda-segera-diluncurkan

Dalimunthe, Ritha F. (2019). The Effect of Entrepreneurial Mindset, Digital Training, and Supervision on the Competitiveness of Small and Medium Enterprises (SME) for Women. *Journal of International Women's Studies*, 20(9), 121-131.

Department Komunikasi Bank Indonesia. (2022). *Go Digital Strategi Memperkuat UMKM*. https://www.bi.go.id/id/publikasi/ruang-media/cerita-bi/Pages/Go-Digital-Strategi-Memperkuat-UMKM.aspx

Ebert R. J. & Griffin R. W. (2019). *Business essentials* (Twelfth). Pearson.

Geiffrey, M. (2000). *Kewirausahaan: Teori dan Praktek*. Jakarta: Pusaka Binaman Pressindo.

Geza, W., Ngidi, M.S.C., Slotow, R. and Mabhaudhi, T. (2022). The dynamics of youth employment and empowerment in agriculture and rural development in South Africa: A scoping review. *Sustainability*, *14*(9), 5041.

Haryani, S. (2017). Pengaruh Lingkungan Kewirausahaan Terhadap Pengembangan Wirausaha di Kabupaten Sleman. Ekuitas. *Jurnal Ekonomi dan Keuangan*. Volume, 1(1), 24-43

Indarti, N., & Rostiani, R. (2008). Entrepreneurial intention among students: A comparison among Indonesia, Japan, Norway. *Jurnal Ekonomika dan Bisnis Indonesia*, 23(4), 369-384.

Indonesian Ministry of National Development Planning. (2022). Strategi Nasional Kewirausahaan Pemuda. Jakarta: Kementerian Perencanaan Pembangunan Nasional/Badan Perencanaan Pembangunan Nasional

KEMENTERIAN KOORDINATOR BIDANG PEMBANGUNAN MANUSIA DAN KEBUDAYAAN. 2022. (https://www.kemenkopmk.go.id/kewirausahaan-pemuda-)

Kim, S. and Kim, A., (2022). Going viral or growing like an oak tree? Towards sustainable local development through entrepreneurship. *Academy of Management Journal*, *65*(5), pp.1709-1746.

McKenzie D. (2017). Identifying and Spurring High-Growth Entrepreneurship: Experimental Evidence from a Business Plan Competition. American Economic Review, 107(8).

Meredith, J. (1998). Building operations management theory through case and field research. *Journal of Operations Management*, 16, 441-454.

Papulová, Z. and Papula, J. (2015). Entrepreneurship in the Eyes of the Young Generation. *Procedia Economics and Finance*, *34*, 514-520.

Peraturan Menteri Pemuda dan Olahraga nomor 0944 tahun 2015 tentang Tata Cara Pemberian Fasilitasi Pengembangan Kewirausahaan Pemuda

Peraturan Pemerintah Nomor 41 tahun 2011 tentang Pengembangan Kewirausahaan dan Kepeloporan Pemuda

Prince, S., Chapman, S. and Cassey, P., (2021). The definition of entrepreneurship: is it less complex than we think?. *International Journal of Entrepreneurial Behavior & Research*, *27*(9), pp.26-47.

Ratten, V. (2023). Entrepreneurship: Definitions, opportunities, challenges, and future directions. *Global Business and Organizational Excellence*, 42(5), 79– 90. https://doi.org/10.1002/joe.22217

Rudenko, L & Goryachikh, S. (2020). The Mechanism of Infrastructure Support for Development of Small Youth Entrepreneurship. Ziakis, C., Vlachopoulou, M., Petridis, K. 2022. Start-Up Ecosystem (StUpEco): A Conceptual Framework and Empirical Research. *Journal of Open Innovation: Technology, Market, and Complexity*, 8(35).

Salmony, F.U. and Kanbach, D.K. (2022). Personality trait differences across types of entrepreneurs: a systematic literature review. *Review of managerial science*, *16*(3), 713-749.

Schaltegger, S., dan Wagner, M. (2011). Sustainable entrepreneurship and sustainability innovation: categories and interactions. *Business Strategy and the Environment*, 20(4), 222–237

Schumpeter J.A. (2003). *Capitalism, Socialism and Democracy 6th ed*. New York (US): Taylor & Francis e-Library.

Setyawati NW, Woelandari PG DS, and Dharmanto A. (2022). Analysis of Youth Entrepreneurship Development in Facing Era 5.0 Using SAST Method. *East Asian Journal of Multidisciplinary Research*, 1(4), 545–558.

Stam, E. (2015). Entrepreneurial Ecosystems and Regional Policy: A Sympathetic Critique. *European Planning Studies*, 23, 1759–1769.

Vasu, ML, Stewart, DW, Garson, GD. (2017). O*rganizational Behavior and Public Management, Revised and Expanded*; Taylor & Francis: Abingdon, UK.

Viinikainen, J., Heineck, G., Böckerman, P., Hintsanen, M., Raitakari, O., & Pehkonen, J. (2017). Born entrepreneurs? Adolescents' personality characteristics and entrepreneurship in adulthood. Journal of Business Venturing Insights, 8, 9-12.

World Bank. (2020). World Development Indicator. https://datatopics.worldbank.org/world-development-indicators/

Zantsi, S. and Nengovhela, R. (2022). A review of the land reform beneficiary training in South Africa: The role of agricultural extension. *South African Journal of Agricultural Extension*, *50*(1), 163-177.