

The Influence of Problem Solving, Self-Management and Technology Development on Entrepreneurship with Intervening Variables of Teamwork

Agustian Zen¹, Aulia Januar Malik²

¹Department of Economy and business, Bhayangkara Jakarta Raya University, Indonesia

Email: agustianzen02@gmail.com

²Department of Management, Institut Bisnis Muhammadiyah Bekasi, Indonesia

Email : aul.januar@gmail.com

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Abstract— *The purpose of this study was to determine the influence of problem solving, self-management, and technology development on entrepreneurship with the intervening variable of teamwork. This study uses a quantitative analysis method (quantitative), namely research using the output of the statistical analysis process on primary data, which is the answer or feedback from respondents who collected through a questionnaire (questionair). This research was conducted at Bhayangkara University, Greater Jakarta, Bekasi. The number of samples set as many as 99 respondents using purposive sampling method. The data processing technique uses PLS 3.0 tools. Based on the results of the tests that have been carried out, it shows that the indicators are valid and reliable. Problem solving to teamwork has a positive effect of 9.354, self-management to entrepreneurship has a negative effect of 0.606, technology development to entrepreneurship has a positive effect of 4,005 and teamwork to entrepreneurship has a positive effect of 9.354.*

Keywords— *Problem Solving, Self-Management, Technology Development, Teamwork and Entrepreneurship.*

I. INTRODUCTION

It is unavoidable that the progress of the industrial revolution 4.0 is changing the joint order of human life, where at this time a lot of changes in the workforce are being replaced by technological ¹advances which cause limited job creation, so it is imperative that entrepreneurial knowledge and entrepreneurial spirit become an obligation.

Entrepreneurship becomes a necessity because entrepreneurship can be learned and can be taught by designing an entrepreneurship curriculum from school to college so that the younger generation or millennial generation creates competence in terms of

entrepreneurship², the younger generation or millennial generation if you want someone to be able to compete in the entrepreneurial world then he. must have leadership skills, independence, teamwork, innovation, information technology, problem solving, marketing.³

This condition is exacerbated by the COVID-19 pandemic creating a tremendous impact in the business world, so entrepreneurship through digital technology is a solution. Digital businesses built through internet networks such as Google, Microsoft and social media have been able to create communication patterns without geographic barriers. Digitization also has an impact on the development of new entrepreneurs.

¹Agustian Zen, Kesih Sukaesih, Aulia Januar Malik, analisis pengaruh sistem pendidikan dan motivasi mahasiswa dalam penciptaan daya saing tenaga kerja (suatu studi kasus menghadapi revolusi industri 4.0), jurnal

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² Ahmad Gunawan, D Hazwardy, 2020, pelatihan digital entrepreneurship untuk mewujudkangenerasi milenial berjiwa wirausaha, E- jurnal

³Suratna, pengembangan jiwa kewirausahaan mahasiswa melalui inkubator bisnis, E-jurnal

The potential for new business development is increasing due to the opportunity to digitize business branches and change businesses from offline to online. Digital entrepreneurship is a sub-category of entrepreneurship where traditional organizations that are physically active are catalyzed, so that traditional entrepreneurs change into new forms of business in the digital era.

Digital entrepreneurship is also an effort to achieve new business opportunities through new media and internet technology. The concept of digital entrepreneurship is an aspect that must be understood by the community to increase opportunities to compete in the business world. Given the enormous potential, it is appropriate that the concept of digitalization of entrepreneurship needs to be developed. Therefore, it is important to get a team of business founders who are stable in starting a business with a typical experiment. trial-error) in the early stages.⁴

Life Changer Allianz(2018): Another advantage of entrepreneurship at a young age is that it is so close to the latest technology⁵. The digital entrepreneurship phenomenon creates wide opportunities in the future and that must be a concern. It is not impossible to be born a successful millennial generation entrepreneur. But there are also many millennial generations who don't produce these facilities or maybe they don't know how to produce them so they don't generate income⁶

The millennial generation is very attached to information technology. They are familiar with the internet and gadgets. However, many millennial generations do not produce these technological tools for positive things, especially businesses or businesses that produce. The potential of information technology is very wide open⁷. Nowadays people are easier to sell than in the past. Without the need to create a shop or business area, someone can already market goods on market places or social media, Information technology creates connections

between businesses and organizations designing the potential to reach more consumers⁸.

The role of the young or millennial generation today is very important in building entrepreneurship in a region or a nation because with the millennial thinking style that combines technological abilities with management science, human resources, communication, finance, leadership, problem solving, geography and others make being able to compete in entrepreneurship⁹, being able to create new trends, being able to become a pioneer of entrepreneurship and creating new things in entrepreneurship, it is not an easy thing to be able to give birth to young or millennial entrepreneurs, because it is not only the availability of capital, the use of technology, having a strong team, the ability to management, problem solving skills and many others that must be completed in entrepreneurship.

II. HEADINGS

2.1 Problem solving

Problem solving is thinking about goals and ideals. If goals or ideals can be determined, problems can be defined. On the other hand, if you set goals incorrectly, it will be difficult to define the problem, let alone solve the problem (Haris, 1998).¹⁰

Ideal problem solving is a strategy used to improve thinking skills and solve a problem introduced by Bransford and Stein (1993).

In summary, the problem solving process includes the following steps:

- 1) Gather information and resources for evaluation and obtain a clear picture of the situation and ensure proper understanding of it;
- 2) Brainstorm and plan the solution process. Brainstorming is looking at the situation and its changes, and predicting the consequences of these changes;
- 3) Implement the solution. Once a series of steps has been identified, it is necessary to look at the results of each step to ensure that the steps taken so far are producing the desired results;

⁴Falahuddin, Fuadi, Munandar³Devi Andriyani, Arliansyah, 2021, pelatihan digital business bagi calon entrepreneur muda kota lhokseumawe di masa covid-19,E- Jurnal Pengabdian Masyarakat Nusantara

⁵Ambarwati, Indra Sumarna Sobari, membangun Jiwa kewirausahaan di era milenial bagi mahasiswa Institut Stiami Kampus Tangerang Selatan, E- Jurnal

⁶ Ahmad Gunawan, D Hazwardy, 2020, pelatihan digital entrepreneurship untuk mewujudkan generasi milenial berjiwa wirasaha, E- jurnal

⁷Ahmad Gunawan, 2020, Pelatihan Digital Entrepreneurship Mewujudkan Generasi Milenial Berjiwa Wirasaha Di Sekolah SMA Desa Karangasih Cikarang, E-Jurnal Abdimas Kartika Wijayakusuma

⁸ Livia dan Kartika Nuringsih, 2020, Pengaruh Technology Usage, E- Networking Dan Government Support Terhadap Keberhasilan Entrepreneur Di Jakarta, E- Jurnal Manajerial dan Kewirausahaan

⁹Ambarwati, Indra Sumarna Sobari , membangun jiwa kewirausahaan di era milenial bagi mahasiswa, institut stiami kampus tangerang selatan, e-jurnal

¹⁰Ikhwanuddin, Amat Jaedun, dan Didik Purwantoro, problem solving dalam pembelajaran fisika untuk meningkatkan kemampuan mahasiswa berpikir analitis, e-jurnal

4) Check the results. After the solution is reached, it needs to be re-examined to ensure that the results achieved are in accordance with the stated goals (Haris, 1998).¹¹

Learning with problem solving is divided into several cycles as presented by Bransford Strain, Hayes, Strenberg cited by (Janet.E Davinson and Robert J.S, 2003). The cycle consists of several stages in which solving the problem must follow the following steps:

- (1) Problem identification
- (2) Describe and describe the problem;
- (3) Develop a solution strategy;
- (4) Organizing their knowledge of the problem;
- (4) Prepare physically and mentally to solve problems;
- (6) Monitor their progress towards goals;
- (7) Evaluate their solution whether it is in accordance with the solution of the problem. According to (Conny R. Semiawan, 2009)¹²

Ideal problem solving is a strategy used to improve thinking skills and solve a problem introduced by Bransford and Stein (1993).¹³

a. Self-management

According to Cormier (1985), self-management is a process in which a person directs changes in his own behavior by using one or a combination of several strategies.¹⁴

Mappiare (2006:297) self-management refers to a technique in cognitive-behavioral therapy based on learning theory designed to help clients control and change their own behavior toward more effective behavior, often combined with (self-reward). rewards.¹⁵

According to Edelson (1998) self-management is a term used to describe the process of achieving independence Trost (2015) defines self-management as a technique for managing individual behavior that aims to direct and

manage oneself in order to achieve independence and live a productive life.¹⁶

Suwardani (2014) defines self-management as a form of individual behavior that aims to direct and manage oneself in order to achieve independence and live a productive life.¹⁷

Self-management strategy is a strategy that provides an opportunity for a person to regulate or monitor his own behavior with a strategy or a combination of strategies to change behavior. Various self-management strategies include:

- 1) Self monitoring,
- 2) Stimulus control
- 3) Self-rewards.

The self-management technique, the researcher uses the stages proposed by Waston and Tharp (in Yusuf 2016:205), namely:

- 1) Selecting a Destination,
- 2) Translating goals into target behavior,
- 3) Personal Monitoring,
- 4) Designing a change plan,
- 5) Evaluate the action plan¹⁸

b. Teknologi Development

Stacey and Ashton (1990) state that technological advances will play an important role in achieving long-term advantage.¹⁹

Higgins (1995) suggests that technology has been identified as a contributing factor to the success of a company's operations, while Frohman (1985) stated that technology affects a company's profitability, and the higher the technological capability, the company has a tendency to achieve higher profits.²⁰

The definition of information technology according to Sutabri (2014: 3) is as follows: "Information technology is a technology used to process data, including processing, obtaining, compiling, storing, manipulating data in various ways to produce quality information, namely relevant information. , accurate and timely, which is used for

¹¹Ikhwannuddin, Amat Jaedun, dan Didik Purwantoro, problem solving dalam pembelajaran fisika untuk meningkatkan kemampuan mahasiswa berpikir analitis, e-jurnal

¹² KetutSutarmi1, lmdSuarjana2, peningkatan hasil belajar siswa menggunakan metode problem solving dalam pembelajaran ipa, e-jurnal

¹³ Himmatul Ulya, profil kemampuan pemecahan masalah siswa bermotivasi belajar tinggi berdasarkan ideal problem solving, e-jurnal

¹⁴ Aji Bagus Priyambodo, penggunaan strategi self management untuk meningkatkan self-regulated learning pada mahasiswa baru fakultas psikologi universitas airlangga, e-jurnal

¹⁵ Nikmatus Sholihah, enerapan strategi self-management untuk meningkatkan disiplin belajar pada siswa tunadaksa cerebral palcy kelas iv sdb-d ypac surabaya, e-jurnal

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¹⁶Risqi Dwi Amaliasari¹, Uun Zulfiana², hubungan antara self management dengan perilaku agresi pada siswa sma, e-

¹⁷Risqi Dwi Amaliasari¹, Uun Zulfiana², hubungan antara self management dengan perilaku agresi pada siswa sma, e-jurnal

¹⁸Hadei Yoga Swara¹, Supardi², Padmi Dhyah Yulianti³, layanan bimbingan kelompok dengan teknik self-management terhadap prokrastinasi akademik, e-jurnal

¹⁹Adnan Hakim, model struktural hubungan teknologi informasi, kualitas informasi dan kinerja manajerial industri kreatif percetakan digital, e-jurnal

²⁰Adnan Hakim, model struktural hubungan teknologi informasi, kualitas informasi dan kinerja manajerial industri kreatif percetakan digital, e-jurnal

personal, business, and government purposes and is strategic information for decision making”

c. Teamwork

Jones et al., (2007) in Manzoor et al. Cooperation is working together to achieve a common goal (Johnson & Johnson, 1991).²¹

West (2002) “There has been a lot of research proving that teamwork in groups leads to better efficiency and effectiveness.”²²

Davis (in Dewi, 2006) that, "Cooperation is the mental and emotional involvement of people in group situations that encourage them to contribute to group goals or various responsibilities to achieve goals".²³

Robbins and Judge (2008) teamwork is a group whose individual efforts²⁴

d. Entrepreneur

Interest in entrepreneurship is the desire, interest and willingness to work hard or have a strong will to try to fulfill their needs without being afraid of the risks that will occur, and always learn from their failures (Putra, 2013).²⁵

Kuratko and Hodgets (1996) for example define entrepreneur as "a person who performs the task of organizing, managing and accepting business risks"

Kirzner (1979) describes entrepreneur as an individual who is always alert about business opportunities that have not been glimpsed by others.

Kirzner (1979) says that 'an entrepreneur is more than a risk-taker and innovator. He is someone who sees a future that no one else sees and, if this perception is correct, will result in realignment of resources to produce greater customer satisfaction and technological efficiency.

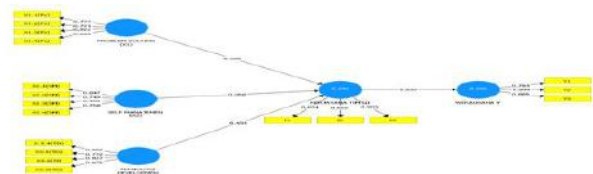
III. INDENTATIONS AND EQUATIONS

This research was conducted at Bhayangkara University, Greater Jakarta, which is located at Jalan Raya Perjuangan Marga Mulya, North Bekasi. And the sampling was carried

out at Bhayangkara University, Greater Jakarta & Muhammadiyah Business Institute Bekasi. The time of the study was carried out from October 2021 to February 2022. The sample population was 99, purposive sampling. The statistical method used to test the hypothesis was to use Partial Least Square (PLS) and Structural Equation Modeling (SEM) with the SmartPLS 3.0 program.

IV. FIGURES AND TABLES

The variables used in this variable are problem solving variables (X1), self-management variables (X2), technology development (X3), teamwork (i) and entrepreneurship (Y).



4.4 Test Validity and reliability

The validity test with the SMART PLS 3.0 application is described by the outer loading value, then it is said to be valid if the outer loading value > 0.7 (Heir et al, 2014) the results of the model analysis in Figure 1 have several invalid and reliable questions, so some questions will be deleted to obtain valid data, then the results of the validity and reliability are met can be seen in Figure 1²⁶

Validitas dan Reliabilitas Konstruk

	Cronbach's Alpha	rho_A	Reliabilitas Komposit	Rata-rata Varians Dikstrak (AV...)
KERJASAMA TIM...	0.814	0.829	0.890	0.729
PROBLEM SOLV...	0.750	0.766	0.840	0.569
SELF MANAJEME...	0.701	0.749	0.810	0.524
TEKNOLOGI DEV...	0.852	0.857	0.900	0.693
WIRSAUSAHA Y	0.768	0.785	0.866	0.683

4.2 Outer Model

The outer model test describes the relationship between each indicator and the latent variable, the structural model for the outer loading model to predict indicators, the outer loading test consists of

1. Discriminant validity

Discriminant validity aims to describe an indicator that is represented by other indicators. This is measured by the cross loading value, the variable is said to be valid if the cross loading > 0.7 and the cross loading value must be

²¹Bekti Wulandari¹, Fatchul Arifin², Dessy Irmawati³, peningkatan kemampuan kerjasama dalam tim melalui pembelajaran berbasis lesson study, e-jurnal

²²Muhammad Hatta¹, Said Musnadi², Mahdani³, pengaruh gaya kepemimpinan, kerjasama tim

dan kompensasi terhadap kepuasan kerja serta dampaknya pada kinerja karyawan pt.pln (persero) wilayah aceh, e-jurnal

²³Muhammad Hatta¹, Said Musnadi², Mahdani³, pengaruh gaya kepemimpinan, kerjasama tim

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²⁴Wahyu Kusuma Pratiwi, Dwiarko Nugrohoseno, pengaruh kepribadian terhadap kerjasama tim dan dampaknya terhadap kinerja karyawan, e-

²⁵Siti Mubassaroh dan Triana Noor Edwina DS, hubungan antara pengetahuan tentang kewiraswastaan dan dukungan orangtua dengan minat berwiraswasta pada siswa smk negeri 2 wonosari, E-jurnal

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²⁶ Ardy Kristianto¹, Ni Nyoman Sawitri², Raden Achmad Harianto³, influence analysis of price, service quality and marketing relationship on repurchasing interest with customer satisfaction as intervening variable in cv. bekaasi unggas, E-jurnal

greater than the others (Hair et al 2016). The results of the discriminant test can be seen in Figure 2 which can show that the average valid variable mean

2. Average Variance Extracted

Average Variance Extracted aims to evaluate the discriminant validity for each construct and latent variable, the variable is said to be eligible if the AVE value > 0.5 (Wednesday et al, 2016) the results of the discriminant validity test can be seen in Figure 2 shows that the average is valid

3. Cronbach's Alpha

Cronbach's Alpha test aims to strengthen the composite results of the reliability of a variable. The variable is eligible if the value of Cronbach's alpha > 0.7 (Hair et al, 2016). The results of Cronbach's alpha can be seen in Figure showing that the average variable can be relied on²⁷

Kerjasama Tim	Problem Solving	Self Manajemen	Teknologi Development	Wawasan	Kriteria	Kesimpulan
X1	0,834	0,415	0,350	0,550	0,541	Kerjasama Tim Valid
X2	0,822	0,454	0,321	0,462	0,443	Kerjasama Tim Valid
X3	0,883	0,504	0,379	0,579	0,629	Kerjasama Tim Valid
X3.1	0,447	0,777	0,294	0,439	0,414	Kerjasama Tim Valid
X3.2	0,395	0,723	0,456	0,367	0,550	Kerjasama Tim Valid
X3.3	0,460	0,822	0,339	0,454	0,473	Kerjasama Tim Valid
X3.4	0,280	0,689	0,472	0,373	0,404	Kerjasama Tim Valid
X2.1	0,364	0,445	0,847	0,440	0,527	Kerjasama Tim Valid
X2.2	0,289	0,450	0,749	0,348	0,473	Kerjasama Tim Valid
X2.3	0,119	0,076	0,894	0,122	0,159	Kerjasama Tim Valid
X2.4	0,334	0,344	0,798	0,419	0,370	Kerjasama Tim Valid
X3.1	0,522	0,423	0,468	0,752	0,477	Kerjasama Tim Valid
X3.2	0,446	0,377	0,359	0,827	0,415	Kerjasama Tim Valid
X3.3	0,543	0,508	0,369	0,878	0,536	Kerjasama Tim Valid
X3.4	0,534	0,482	0,452	0,882	0,544	Kerjasama Tim Valid
Y1	0,504	0,543	0,464	0,548	0,783	Kerjasama Tim Valid
Y2	0,408	0,536	0,453	0,533	0,888	Kerjasama Tim Valid
Y3	0,602	0,435	0,482	0,422	0,885	Kerjasama Tim Valid

4.3 Inner Model

Inner model aims to predict the relationship between variables used in this study. The inner model test consists of discriminant coefficient, predictive relevance and effect size criteria.

1. Discrimination Coefficient (R2)

Coefficient discrimination aims to assess the level of prediction accuracy for endogenous constructs, the value of R2 can be declared strong if the value is more than 0.7, moderate if the value is > 0.5, weak if the value is > 0.25

	R Square	Adjusted R Square	Tingkat kriteria	Keakuratan Prediksi
Kerjasama tim	0,446	0,428	> 0,25 Lemah, > 0,50 Menengah, > 0,70 Tinggi	Lemah
Wawasan	0,406	0,399	> 0,25 Lemah, > 0,50 Menengah, > 0,70 Tinggi	Lemah

2. Predictive Relevance (Q2)

Predictive Relevance (Q2) aims to measure how well the observation value is said to be relevant if the observation value is said to be relevant if Q2 > 0 (Hair et al, 2016) the results of predictive relevance (Q2) as below²⁸

	Kerjasama Tim	Problem solving	Self Manajemen	Teknologi development	wawasan	Kriteria	Kesimpulan
Kerjasama tim					0,682	> 0,02 Lemah, > 0,15 sedang, > 0,35 kuat	Kerjasama tim memprediksi Wawasan = kuat
Problem Solving	0,075					> 0,02 Lemah, > 0,15 sedang, > 0,35 kuat	Problem solving memprediksi Kerjasama tim = lemah
Self Manajemen	0,004					> 0,02 Lemah, > 0,15 sedang, > 0,35 kuat	Self manajemen memprediksi Kerjasama tim = lemah
Teknologi Development	0,235					> 0,02 Lemah, > 0,15 sedang, > 0,35 kuat	Teknologi development memprediksi Kerjasama tim = sedang

4.4 Hypothesis Testing Results

Hypothesis testing is done by analyzing the bootstrap in the PLS 3.0 program to assess between variables that can be defined by Tstatistics or the p-value of a variable can be said to have a significant effect on other variables if it has a Tstatistic greater than T table or a p-value lower than 0.5 (Manurung and Budastuti, 2019) The T-table for this study is 1,299 (99 samples and 5 variables)²⁹

1. Direct Effects

The results of the research that have a direct effect can be seen in Figure 3, it can be concluded that: 1. problem solving has a significant effect on teamwork, 2, self-management has no significant effect on teamwork, technology development has a significant effect on teamwork, teamwork has a significant effect on entrepreneurship

²⁷ Ardy Kristianto¹, Ni Nyoman Sawitri², Raden Achmad Harianto³, influence analysis of price, service quality and marketing relationship on repurchasing interest with customer satisfaction as intervening variable in cv. bekasi unggas, E-jurnal

²⁸ Ardy Kristianto¹, Ni Nyoman Sawitri², Raden Achmad Harianto³, influence analysis of price, service quality and marketing relationship on repurchasing interest with customer satisfaction as intervening variable in cv. bekasi unggas, E-jurnal

²⁹ Ardy Kristianto¹, Ni Nyoman Sawitri², Raden Achmad Harianto³, influence analysis of price, service quality and marketing relationship on repurchasing interest with customer satisfaction as intervening variable in cv. bekasi unggas, E-jurnal

Total Effects					
Original Sample	Sample Mean (M)	Standard Devia...	T-Statistics (OJ...)	P-Values	
KERJASAMA TIM...	0.637	0.646	0.062	10.304	0.000
PROBLEM SOLV...	0.258	0.253	0.111	2.327	0.020
PROBLEM SOLV...	0.164	0.163	0.072	2.282	0.023
SELF MANAJEME...	0.058	0.077	0.096	0.604	0.546
SELF MANAJEME...	0.037	0.050	0.084	0.581	0.562
TEKNOLOGI DEV...	0.454	0.452	0.101	4.507	0.000
TEKNOLOGI DEV...	0.289	0.294	0.079	3.681	0.000

2. Indirect Effect

The indirect effect can be seen in Figure 4, it can be concluded that, 1. Problem solving has a significant effect on teamwork, 2. Self-management has no significant effect on teamwork, 3. Technology development has a significant effect on teamwork.

Specific Indirect Effects					
Original Sample	Sample Mean (M)	Standard Devia...	T-Statistics (OJ...)	P-Values	
PROBLEM SOLV...	0.164	0.163	0.072	2.282	0.023
SELF MANAJEME...	0.037	0.050	0.084	0.581	0.562
TEKNOLOGI DEV...	0.289	0.294	0.079	3.681	0.000

V. CONCLUSION

5.1 CONCLUSION

Based on the results of the research analysis and discussion on the effect of problem solving, self-management and technology development on entrepreneurship with the intervening variable of teamwork. Then the following conclusions can be drawn:

1. Based on the results of the study that the first hypothesis (H1), namely the problem solving variable, has a positive and significant effect on teamwork
2. Based on the results of the study that the second hypothesis (H2), namely the self-management variable has no effect and is not significant on teamwork
3. Based on the results of the study that the third hypothesis (H3), namely the technology development variable, has a positive and significant effect on teamwork
4. Based on the results of the study that the fourth hypothesis (H4), namely the teamwork variable has a positive and significant effect on entrepreneurship

5.2 SUGGESTION

Based on the results of the study, the results of the discussion and the conclusions obtained, the suggestions that can be put forward are as follows:

1. Based on the results of research, entrepreneurship should be able to improve and continue to improve

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entrepreneurial abilities and be able to encourage the young or millennial generation to be able to compete in the entrepreneurial world

2. Based on the research results, teamwork is very important in the world of entrepreneurship and there must be a clear division of labor, different abilities in a team and good communication within the team.

3. Based on the results of self-management research, although the results do not have a positive effect on teamwork, self-management skills must be improved so that self-management abilities become balanced in a team

4. Based on the results of research on technology development, entrepreneurship must be able to follow technological developments and must be able to use renewable technology.

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